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Greenkeeper

International

Fulford Golf Club

Meeting William Barratt,
Mark Mennell and the team at
York's championship venue

HANDING OVER THE REINS

Leatherjackets and chafer grubs

The full story of the plague
that is hitting golf clubs hard

Biostimulants in turf management

Discussing the increasing
use of biostimulants and
how they can effectively
reduce turf stress

National Skin Cancer Awareness Month

Tips to ensure your team
stays safe in the sun this
summer



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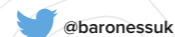
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Welcome | From your Association

Welcome



Royal Mid-Surrey 16th

I have a confession to make:
when I first joined BIGGA I had
no idea that leatherjacket
could mean anything other
than what The Fonz wore,
while I had also never heard of
chafer grubs.

For the majority of people,
that remains the case, but
those of us in our industry are
now acutely aware of the
problems they can cause.

A few wise heads, foresaw a
future without many, if any,
insecticides available to turf
managers, but I don't think
there were many in the
industry who predicted just
how significant a problem they
would become. This magazine
features an in-depth look at
the challenge presented by
these pests, which is part of a
coordinated effort by BIGGA to
convey the scale of this
challenge to the wider golf
industry. We are hosting a
webinar on 13 May and working
with our friends at the Home
Unions, GCMA and UK Golf
Federation to ensure that club
managers, owners and officials
are aware of the potential
ramifications of insect
infestation. As is so often the
case, the main key to
navigating the challenge
presented is communication.



Chief Executive Jim Croxton

so to this end we have
updated our posters and
leaflets that can be
downloaded from the BIGGA
website for use in your
communications to your
golfers and employers.

I know that many BIGGA
members are suffering serious
anxiety over this issue. If you
are struggling with this, please
get in touch and we will do all
we can to support you and
your team.

In this month's magazine
we also launch entries to the
BIGGA National
Championship, to be held at
the excellent Royal
Mid-Surrey Golf Club. I know
Gavin Kinsella MG and his
talented team will present
a superb challenge to our
members in September, so
I hope many of you are able to

join us and take part.

A number of years ago the
National Championship was
held at Fulford Golf Club and
their team is featured on the
cover of this magazine. At a
dinner that year to celebrate
then course manager Mark
Mennell's 40 years of service
to the club, he and I had a
long conversation about his
remaining years in work. I
remember Mark explaining
that after so many years in the
'hot seat', he was yearning for
the chance to hand over the
course manager reins to
someone else, while still
committing his energy to
maintaining the course he
loves. I'm thrilled that Fulford
were so amenable to working
with Mark on this and there
has been a seamless transition
with Mark's deputy, Carl
Loseby, stepping into the
course manager role, while
Mark gradually reduces his
hours and responsibility. This
is by no means a unique
situation and I know of other
members who would benefit
from considering this kind of
approach to the latter
stages of their careers and I
commend Mark and
Fulford for their considered
approach to the situation.

WHAT'S INSIDE...

Editor's Notes

Greenkeeper International editor, Karl Hansell



It's always great to talk to BIGGA members on the phone and get a real sense of what's important in your working lives and this month I've had the opportunity to speak to a couple of guys about the ongoing plague of leatherjackets that has been causing such incredible damage to courses.

I recently played a round of golf at a course in the York area (not Fulford – the fact it's included in this magazine is coincidence) and the damage I saw was heartbreaking, and I'm not even a greenkeeper. Not only were large swathes of turf torn up but you could clearly see holes where wildlife had attempted to dig down to get to the grubs. I can't imagine how gut-wrenching that must be for the greens staff.

I know Glenn Kirby, a familiar face in this magazine as a former course manager and now public face of Syngenta, has a similar appreciation for the damage that is being caused and Glenn is particularly worried about the fallout that may come greenkeepers' way if we don't do something to educate the golfing industry about this problem. Over the past month myself and Glenn have been working together with BIGGA members to put together a document that we will circulate among the leading bodies in golf in an attempt to raise awareness of the challenges many of you face. There aren't many tools remaining to battle leatherjackets and chafer grubs and education may be the most effective one we have left.

In this magazine there's a comprehensive feature giving the latest updates on the subject, but please head to our website for a downloadable resource that gives the full story. You can now play your part by sharing it with your club manager, members and any other relevant parties. If there's a collective effort, we may just see positive results.

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BIGGA National boost

The BIGGA National Championship returns this September and BIGGA members are invited to play in this incredible event. For an entry fee of just £97.50 you get two rounds of golf on the prestigious J H Taylor course at Royal Mid-Surrey, lunch on both days and evening meal. No matter your golfing ability, it's a fantastic chance to meet other members in a fun setting. Turn to page 10 for more details.

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:



Mark Mennell
Mark has spent his entire career at Fulford in York but made the unusual decision to resign the course manager position.



Glenn Kirby
Glenn was course manager at Hockley and The London Club and is among the UK's leading experts in leatherjackets.



Dr Colin Fleming
Colin is chief scientific officer at Maxstim and is a plant pathologist and world-renowned nematologist.



Adrian Mortram
Irrigation expert Adrian has worked at many prestigious courses in the UK and is a regular speaker at Continue to Learn.

DON'T FORGET: You can claim CPD credits for reading this edition of Greenkeeper International. Head to the CPD section of the BIGGA website to log your credits.



TALKING POINTS

How do we attract the next generation of greenkeepers to the profession?

Shaun Quinn, greenkeeper, Colmworth

Can we spark an early interest in the world of greenkeeping for our children?

For the last couple of years, since becoming a BIGGA member and reading the magazines, there has been an obvious push for the need to protect the golf course environment and the greater outdoors for everyone's benefit (especially generations to come). Last year, when out on the mowers, I found myself asking the question of 'How do we and how should we encourage future generations to do this job?' But I then carried on cutting and getting jobs completed. Fast forward to the third lockdown, my second spell on furlough and my soon becoming a first-time father. My

imagination led me to the usual parental thoughts of my kids growing up and how they have a habit of questioning everything. I wondered how I would explain things to them when they asked "What does Daddy do at work?" One possible answer, as I'm sure some greenkeepers already do with their children, is by taking them out on the course from time to time, perhaps during a weekend shift or even to actually play golf. This is great! But does it mean that we're just giving an insight into greenkeeping and the literal talk of 'birds and the bees' solely for our children? While on furlough and luckily not directly affected by COVID-19 other than having too much time on my hands, I

found myself asking the three questions of:

- / How do we spark an interest in greenkeeping for children at a young age?
- / How do we encourage future generations to consider the profession as a career?
- / What actually does mummy or daddy do at work?

My answer to all of the above is a fun interactive children's book (ICB). Admittedly I'm a greenkeeper with an active imagination, but I know nothing about how to develop or publish a book and everything leans towards e-learning and online learning nowadays. The early idea being four picture books based on a team of greenkeepers across four typical British seasons. The short stories would show typical tasks and problems being overcome and focusing on the wildlife we all come across in reality with humour and simple information, dependent on the age range of the target audience. To make it fun and interactive there could be problem-solving mazes, colouring pictures of mowers and one idea that I really like is a sticker section where the children could 'design their own golf hole' by adding flowers, trees or



course hazards to the fairway and green. I'm sure we all grew up with farmyard, emergency or dinosaur books, by why couldn't there be a series of books about what we do? I know that as a kid I didn't know or care what greenkeeping was until late in my teens when I started playing golf and understood the need to look after our wildlife. If there was a book like this what do you fellow members think? Could you see your child or kids in general having their imaginations sparked into becoming mini greenkeepers?

Continue the conversation

Join the conversation on Twitter using @BIGGALtd



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!

What do you think? Have your say by emailing karl@bigga.co.uk

BRIGHT

LIGHTS

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ACROSS THE BOARD

Colin Webber | BIGGA President | Portmore Golf Park

The sun has been shining and people are absolutely loving playing golf again.

Yes, they're in my way, but it's just so nice to hear people laughing from dawn to dusk. The beer is flowing and people are really grateful for us to be open again.

It's hugely comforting that things across the association are also returning to normal. I just can't wait for everyone who wants it to have been vaccinated. As soon as I've had my second dose, I'll be getting out and meeting BIGGA members again.

I'm looking forward to The Open and meeting up with the lads again. I've always wanted to do The Open but I never applied, because I always think it is for the youngsters who will get a real buzz from it. For a youngster to get that experience and get up close and personal to the players and enjoy that whole experience they'd never see normally, it's just incredible.

My best tournament experience was the Ryder Cup at Celtic Manor due to the camaraderie around those guys and the respect from the players, caddies, crowd and officials for the job we did. For the opening ceremony we were stood on a grass bank, but for the closing ceremony we were the guests of honour and I don't think there was a greenkeeper there without a tear in his eye. I've never experienced something like that, with the absolute respect from everybody.



In this magazine the team have put together a special report on the issue of leatherjackets and chafer grubs that is affecting so many people. The removal of chemicals has led to this problem gaining in prominence and my sympathies are with those members who have suffered significant damage.

For my part, in the early 2000s I saw that the writing was on the wall and the chemicals would soon be taken away from us. I remember speaking with Billy Mitchell from Perranporth and asking him what they used to do for leatherjackets before the insecticides were developed. He said they didn't do anything and didn't have much of a problem!

I thought perhaps some of the problems we were experiencing were of our own making? I stopped using any fungicides and insecticides in

2002 and that period of going 'cold turkey' was unbelievably difficult. My Poa greens were badly damaged, but once I got the fescue going, the problems stopped.

I was in two minds about whether I was doing the right things or not, but I figured that being an owner and greenkeeper, I could survive the criticism and give other greenkeepers a steer as to whether it worked or not.

The populations of leatherjacket we now have are taken care of by birds and other wildlife, with a small amount of manageable damage being caused. I have nothing scientific to back this up, so I asked BIGGA's James Hutchinson whether he could put me in touch with some people who didn't spray and they came back with exactly the same results.

One of them said it was the right thing to do ethically. Another said that he now

looks at every inch of the course as a food source because he's not spraying and the birds are helping themselves.

He added that for some guys at some clubs, the fact they did have some damage may threaten their job and how he had been terrified about that happening to him. But communication is key and because he tells the members exactly what's going on, they are forgiving of a little damage as they are happy the club is going down the environmentally-friendly management route.

Sometimes it is hard to accept an imperfect surface, but that may also be the right thing to do.

If I look further afield, a friend of mine in America, on a very high-end course, has rebuilt his greens with the aim of not topdressing or spraying. He has loaded his roots with so much biology that everything needed to look after each green is loaded in the rootzone. He's now topdressing his fairways with compost, not sand, and he's finding they are firmer and have better drainage. It's a great example of finding a new way to overcome some age-old problems.

We must balance the need of the golfer and the ethics of maintaining a course for the wider environment but usually you will find that if you are doing things for the right reason, your members will usually be very accepting.

HELPING US TO HELP YOU



BIGGA
Partner

BIGGA's Partner Programme aims to provide an array of career enhancing and defining opportunities for our members. Through their relationship with BIGGA, the leading companies in the industry are able to support our members through education, initiatives and awareness.



The support we receive from our Partners is critical in providing the significant series of benefits open to our members. Head to www.bigga.org.uk to find out more and to get involved.

BIGGA National Championship

Royal Mid-Surrey Golf Club
Monday 27 – Tuesday 28 September 2021



BIGGA's golfing Major returns for 2021 at the historic championship setting of Royal Mid-Surrey Golf Club.

Following a year's break caused by the COVID-19 health crisis, BIGGA has revealed that the championship will return in its usual two-day in-person format, with members invited to enter now and be in with a chance of getting your hands on the BIGGA National Challenge Cup.

Located on the border of Middlesex and Surrey, Royal Mid-Surrey was bestowed with royal status in 1926 when the then Prince of Wales was captain. BIGGA members will compete for the championship across the J H Taylor course, which was laid out by and named after the five-times Open champion. In the early days, the J H Taylor course was the scene of several tournaments beginning with the News of the World Matchplay championship in 1904. The club has also hosted the

Amateur Championship of England in 1946 and the PGA Championship in 1961 and 1968. It reopened in 2014 with 18 USGA-specification greens, the culmination of a seven-year project.

Utilising an event platform hosted by GolfGenius, BIGGA members will be able to sign up to the event online and track important information such as tee times and a live leaderboard in real time.

BIGGA members who aren't able to attend the event will also be able to join in, although to be in with a chance of winning the top prizes you'll need to be there in person!

There are no handicap limitations in place, meaning BIGGA members of any golfing standard can participate, and with entry costing just £97.50 including two rounds on Royal Mid-Surrey's J H Taylor course, lunch on both days and an evening meal, the event is an incredible value-for-money opportunity to sample one of the finest courses in the South East.

BOOK YOUR PLACE TODAY:

To register for the championship scan the QR code below and fill in your details.



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AROUND THE GREEN

BIGGA members invited back to Royal St George's for The Open

National



Bryson DeChambeau (left), Ben Williams (right) and the other members of their game party

The return of The Open Championship this July will see BIGGA members from all over the United Kingdom leap into action once again as the BIGGA Volunteer Support Team assumes match raking responsibilities at Royal St George's.

Following the rescheduling of the 149th Open Championship due to the COVID-19 pandemic, BIGGA is delighted that The R&A has requested the assistance of its members in the staging of the event. BIGGA members who were selected for the postponed championship in 2020 have been invited to participate this year and are now looking forward to another incredible week of championship golf.

This will be the fourth time a volunteer team of BIGGA members has assisted at an Open at Royal St George's, having also taken part in 1993, 2003 and 2011.

The bunkers at Royal St George's are among the most famous in golf, with the giant 'Himalaya' on the 4th hole providing an intimidating test, not just for the golfers who land in the hazard, but also the members of the support team who will recreate its condition afterwards.

Every full BIGGA member is eligible to apply for a place on the support team and

those who are selected are given unprecedented access to golf's greatest championship, supporting every match with bunker raking duties.

BIGGA CEO Jim Croxton said: "A place on the Open Support Team is one of the most exciting opportunities we offer our members and I'm delighted that after such a dark year we were able to extend the invite to those members who missed out in 2020 due to the postponement of the championship caused by the COVID-19 pandemic.

"The Open remains for me the world's greatest golf tournament, we're thrilled to be able to support the R&A in its staging and everyone at BIGGA is looking forward to playing our part in ensuring the 149th Open is Royal St George's best yet."

The BIGGA Volunteer Open Support Team is provided with accommodation, subsistence and uniform for the event. Members of the support team may also be called upon to assist Course Manager Paul Larsen and his team with early morning preparation work and other duties during the week.

Restrictions are expected to be in place as a result of the coronavirus pandemic and any necessary

adjustments to working practices will be made clear to BIGGA members ahead of the championship.

The 149th Open takes place from 15 to 18 July 2021. Applications for the Support Team for the 150th Open Championship at St Andrews will open later this year.

Here are the BIGGA members who will be assisting the home greenkeepers for the duration of the event: Robert Acheson, Thonock Park; David Ball, Thetford; James Bonfield, The Hertfordshire; Tom Bromfield, Trentham; Mark Cleverley, Kings Norton; Jason Connaughton, Yeovil; Daryn Curtis, Royal Mid-Surrey; Joe Curtis, Gloucester; James Dawson, Alwoodley; Julian Drake, Neath; Nicholas Edwards, The Wisley; Michael Elderfield, Sandy Lodge; Craig Gibson, Essendon; Sam Evans MG, North Hants; Edoardo Fauro, Walton Heath; Ryan Fiander, Lees Hall; James Hampson, Llanymynech; Craig Hempseed, Mortonhall; Kevin Hensman, Rowlands Castle; Alastair Hollingsbee, Etchinghill; James Hook, The Bristol; Dale Housden, Drayton Park; Adam King, Radley; Antony Kirwan, Romford; Chris Low, Olton; Matthew Mackenzie, Ellesborough; Jorge Manso Grandio, Royal Wimbledon; Steven Mapes, Coventry; Michael Mead, Littlehampton; Peter Meek, Bath; William Merritt, Blundells Hill; Ashley Millar, Churston; Harry Misselbrook, Harewood Downs; Ryan Neale, Blackwell; Joshua Raper, Golf Club Hösel Ev; Laura Sayer-Hall, Ardfin; Tom Silcock, Macclesfield; Will Simmonds, Surbiton; Niels Sorensen, Randers Golf Klub; Nick Street, Crews Hill; Ollie Tanton, Royal North Devon; Amy Thomas, Barton-on-Sea; Scott Thomson, Wetherby; Gary Tonge, Castle Stuart; Ken Ward, Harrogate; Jeremy Ward, Rotherham; Sam Wood, Lingdale.

Rain Bird signs up as Partner

National

BIGGA has welcomed irrigation manufacturer Rain Bird as the association's latest Partner.

Partners offer the highest level of support available to members of BIGGA, with the funding the association receives going a long way to underpin the Continuing Professional Development programme and all educational activity.

BIGGA Business Development Manager Lauren Frazer said: "Rain Bird is a company that BIGGA has enjoyed a fantastic relationship with for many years as they have worked incredibly hard to support our members with the latest education and advice relating to everything regarding water management and irrigation.

"Through their innovative programme of trusted, quality products, the Rain Bird team has demonstrated a



Rain Bird's Alastair Higgs delivering education to BIGGA members at Continue to Learn

commitment to innovation and development and they are an extremely welcome addition to the line-up of BIGGA Partners."

Rain Bird is a world leader in sports facility irrigation. The company offers a fully-integrated end-to-end approach, from reservoir to rotor for new systems, system extensions and renovation solutions at golf courses of all types and sizes. Rain Bird is committed to the 'intelligent use of water' and has been a BIGGA Education Supporter for some years.

Alastair Higgs, Europe Service Manager at Rain Bird, said: "Each year the Rain Bird Golf team delivers sold out Continue to Learn education classes at BTME, which focus on the management and maintenance of irrigation systems and seminars and workshops for the BIGGA regions. We've had a close relationship with BIGGA and its members for many years and everyone in the Rain Bird team is delighted that we are now Partners, supporting BIGGA members in the best way possible."

Jack and Joe's peak form Mourning members

Northern - Yorkshire



Joe Rank atop Whernside

A pair of Yorkshire greenkeepers showed their incredible fitness during April by completing the Yorkshire Three Peaks in just five and a half hours.

Moortown greenkeeper Jack Rank and York GC's deputy head greenkeeper Joe Tiplady ran 24 miles and reached the summits of

Ingleborough, Whernside and Pen-y-Ghent. The route usually takes around 12 hours, but Joe and Jack completed it in less than half that time.

"Doing this a year ago would have been unthinkable for me!" said Jack (26). "It was an amazing experience and one of the hardest things I've ever done!"

Scotland - Central and South East - Surrey

The association was saddened to hear of the death of two BIGGA members in the past month.

Graeme Dargie, 50, was golfers assistant at St Andrews Links and died on 12 March. Graeme joined the St Andrews team in February 2019 after over 30 years as a production supervisor at Compugraphics Photomasks.

He achieved a HNC in Golf Course Management from SRUC Elmwood in 2020.

During April BIGGA was also saddened to hear of the passing of retired member Peter Hughes, aged 78. Peter was a retired member of the association and was a resident of Goring By Sea.

Local Membership Services Team

Scotland & Northern Ireland

Chairperson Gordon McKie

John Young 07776 242 120 johnyoung@bigga.co.uk

Northern

Chairperson Jack Hetherington

Sandra Raper 07866 366 966 sandra@bigga.co.uk

Central England

Chairperson Andrew Smith

Roger Butler 07525 593 359 roger@bigga.co.uk

South West & South Wales

Chairperson Lucy Sellick

Tracey Walker 07841 948 110 tracey.walker@bigga.co.uk

South East

Chairperson Sam Bethell

New members

Scotland & Northern Ireland

Alan Anderson, Aberdeenshire Council, G; Keith Barron, East Kilbride, GK; Trevor Edwards, Bruntsfield Links, M; Nathan Grant, Nairn Dunbar, AGK; James Gray, Colville Park, AGK; Steven McMillan, Kilmarnock (Barassie), AGK.

Northern

John Ball, Castle Eden, GK; Andrew Harm, Otley, GK; Tom McKay, Didsbury, DCM; Ryan Milne, Wootton, APP; Jake Rose, Wakefield, AGK; Alfie Williams, St Annes Old Links, AGK.

Central England

Robert Berridge, Waterstock, AGK; Michael Brewerton, Forest of Arden Marriott, AGK; Jim Coley, Soil Scout Oy, ED; Stephen Daniel, Ramsdale Park, AGK; Allan Davies, The Worcestershire, A; Jack Hall, Kiltworth Springs, GK; Thomas Johnson, Newcastle-under-Lyme, AGK; Christopher Jolley, Thorney Park, APP; Aaron Parker-Routh, Woburn, AGK; James Roberts, Woburn, AGK; Peter Small, South Staffordshire, GK; Elliot Walters, Robin Hood, GK; Max White, Swinley Forest, M.

South East

Thomas Anderson, Royal Blackheath, APP; Morgan Brown, Manston, APP; Thomas Cable, Dulwich & Sydenham Hill, APP; George Hartnett, Purley Downs, APP; Henry Herring, Worplesdon, AGK; Joseph Hobden, Walton Heath, GK; Mark Mason, East Sussex National, AGK; Aaron McKeown, West Malling, APP; Michael McPherson, Royal Blackheath, APP; Andrew Morgan, Dartford; Kirk Oatridge, Slinford, DHGK; William Redhead, Worplesdon, AGK; Benjamin Riley, The Richmond, GK; Jake Smith, Sene Valley, APP; Leo Wilson, Cranleigh, AGK.

South West & South Wales

Dennis Brown, St Enodoc, GK; Gareth Gibson, Llanwern, CM; Keenan Gibson, Llanwern, G; Richard Hammett, Llanwern, AGK; Edward Moore, Parkstone, AGK; Tim Priestland, Aberdovey, A; Julian Sansome, Llanwern, A; Dominic Say, Alresford, APP; Grant Stovold, Parkstone, AGK; Kevin Weaver, Chilworth, APP; Allan Williams, Kington, AGK.

International

Austris Brutans, Reinatrase; Michael Anthony Gordon, Molleaes; Krzysztof Krawczyk, Johannesberg Golfklubb.

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

Tyneside mourns Pope

Northern - North East



Stevie Pope and David Simpson, two generations of head greenkeeper at Tyneside

Following the death of Tyneside’s David Simpson in September 2020, the club has been hit with another sad loss with the passing of former head greenkeeper Stephen (Stevie) Pope.

Born in London in August 1931, Stevie was the eldest of three brothers. To avoid the Blitz, his parents returned to his mother’s roots in the North East. There Stevie followed his father to work in the pits, but after some time opted on a life above ground and secured his first greenkeeping position at Whitley Bay.

From there Stevie moved on to Newcastle United Golf Club and then made a move overseas to work with his uncle Jack, the golf club professional at Tallulah Golf and Country Club in Louisiana, USA.

BIGGA’s Sandra Raper said: “What an amazing time that must have been for Stevie, who loved listening to music.”

With a yearning to return to his native north east, Stevie secured the head greenkeeper position at Tyneside Golf Club in the early 1960s, where he continued to work for the remainder of his career until his retirement in 1996.

Sandra added: “Many current head greenkeepers have a lot to thank Stevie for as he took so many people under his wing in their early years and pointed them in the

right direction. They no doubt have many tales to tell, which would always start with ‘Yee naa what it is’ or ‘Just let me tell you this’.”

Among the people to have benefitted from Stevie’s guidance are Jimmy Richardson, Paul (Pop) Robinson, George Gainford, Mal Lathan, Anthony Tracey, Craig Parkinson, Michael Gunn and David Simpson, who succeeded Stevie as head greenkeeper at Tyneside in 1996. Sandra added that many more would spend time with him at the many golf days he supported within his section and further afield.

Stevie was a good golfer and an avid supporter of BIGGA throughout his career and was a regular member of The Open Volunteer Support Team throughout the ‘80s and ‘90s, leading to his being appointed a Life Member of the association.

Sandra added: “This article would not be complete if it did not reflect the fun character of Stevie, who loved to listen to André Rieu, the Dutch violinist, and had one of the best sound systems installed despite his notorious reputation for not opening his wallet unless absolutely necessary!”

“Stevie was such a fun person, with a tale to tell if you had the time to spend with him. Stevie will be sadly missed by all who know him.”

Gordon McKie

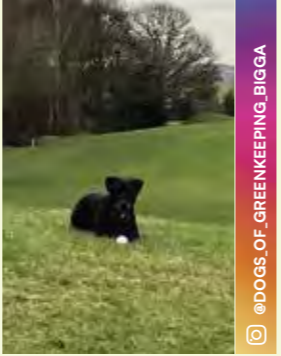
Scotland

Gordon McKie has been appointed chairperson of BIGGA Scotland and Northern Ireland.

Gordon (53) has been course manager of the Old Course at St Andrews Links Trust for 13 years, having served his apprenticeship on the Eden and the New.

Gordon is only the ninth greenkeeper to hold the position since Old Tom Morris and we’ll be speaking to him in next month’s magazine as we mark the 200th anniversary of Old Tom’s birth.

DOGS ON COURSE



@DOGS_OF_GREENKEEPING_BIGGA

Name: Gladys

Breed: Patterdale terrier

Owner: Jamie Burkinshaw

Course: Wortley

Favourite treat: Pedigree Dentastix

Favourite spot on the course: The rough as she loves running in it

Naughtiest moment: Running through the bunkers.

My dog is happiest when... When she is with her dad!

If you’d like your course mascot to be featured in GI, email Lorna Taylor on lorna@bigga.co.uk

THE SAVINGS SOON ADD UP

From reaching your health and fitness goals to relaxing in front of a blockbuster, take a look at these offers for BIGGA members



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Take a look at the new Health and Wellbeing Hub through BIGGA Xtra Benefits

Health and Wellbeing, both mental and physical, are fundamental to everyone’s lives. We are able to provide a free content hub as part of BIGGA Xtra Benefits. The Health and Wellbeing Hub offers members advice and information about important topics such as stress management and financial wellbeing.





THE INTERNATIONAL SECTION

Each month we meet a BIGGA member who works outside the United Kingdom to find out more about working practices in other countries. This month is the turn of:

Gregory Jones | Champions Run | Nebraska

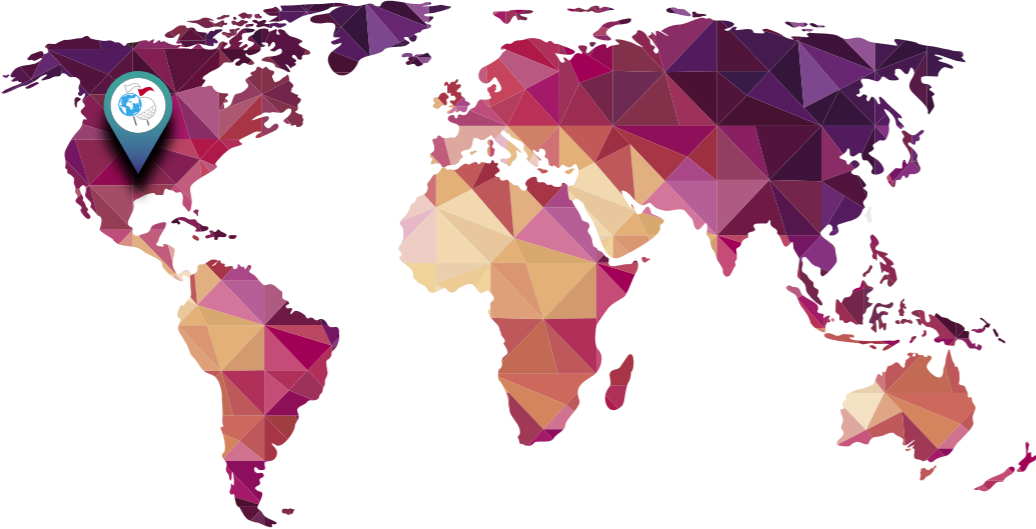


How would you describe the style of course you manage and what is your club’s claim to fame?

Champions Run is considered a links course. However, there are a lot of mounds and varying

undulations. The course is relatively new, having opened in 1992. The course plays 7,209 yards from the back tees and makes for a true test of golf. There is not much claim to fame here, although we did hold a Web.com Tour event for 18 years.

Location: Champions Run, Nebraska



How does greenkeeping in your country vary from the UK?

Greenkeeping in the Midwest United States varies in many ways from the UK but also has a lot of similarities. I would say the biggest variance would be the focus on the golf course. In the United States, it seems to be more of a focus on how the golf course looks instead of how it plays. There are a lot more inputs used to make this visual appearance, but we definitely try and balance the two.

How does the weather affect your work?

Nebraska is considered a transition zone. There is a variety of turfgrass and a lot of different cultivars. There is a high amount of humidity in July through September and we must use different cultural practices to keep the disease pressure at bay. There are also seasons where we go months without rain. It makes us rely on our irrigation system more and more. The winters also affect us greatly as, without moisture and snow cover, we spend a fair amount of time



loading up the water wagon and hand watering some of the short grasses.

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

Here in Nebraska we are pretty fortunate as we have a good amount of resources to use. The vendors who supply our chemicals and machinery are very close by. It does come in handy when you are missing something or have an urgent need.

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

At Champions Run, we have bentgrass greens, tees and fairways. In our rough we have a mixture of tall fescue and bluegrass. I would say bentgrass is the second most common turfgrass species here, next to Kentucky blugrass and ryegrass. The bentgrass does very well in the harsh winter months and

thrives when it is humid in the summer. The climate definitely makes it a challenge to grow a monostand because of the different seasons.

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

Training here in Nebraska is very similar to the rest of the country. We have a mix of formally trained greenkeepers and some that have worked their way into and up in the profession. Recruitment has been difficult as, of late as there has been a decline in the amount of people in the

industry and you can also see this in the universities who provide the education. Finding good help is becoming harder and harder.

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

During the golfing season I have daily interaction with our members. There is a great relationship between them and my staff.

For the most part we are strongly supported by them, especially the ones who know what it takes to take care of the course.

Why do you choose to be a BIGGA member?

I became a member to get involved with the association, to broaden my education and to network. You learn so much from others in this industry and we all have to lean on each other sometimes for help.

What have you learnt through being a member of BIGGA?

I have learned that there are a lot of ways to get the job done and sometimes you have to think outside the box. We are a part of a great organisation and community worldwide and the learning never stops. I'm very proud to be a greenkeeper!

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

This is a tough one. I would say that no matter what your path is, to get where you want to go you need to be persistent. Whether it is a job or just a goal with some of your turfgrass, patience and persistence are key!



Apprentice Corner

Brought to you by the Greenkeepers Training Committee

MOVING TEE MARKERS

Photograph courtesy of Bill Whybrow



Meet your Learning and Development Team

Sami Strutt
Head of Learning and Development
sami@bigga.co.uk

Deb Burnett
L&D Executive (BIGGA)
deb@bigga.co.uk

Fiona Lyttle
L&D Executive (GTC)
fiona@the-gtc.co.uk

Congratulations to the following BIGGA members who have achieved their Level 2 Certificate in Golf Greenkeeping

Liam Bregan, Frinton; Lee Dixon, Rushcliffe; Chris Dodds, The Wentworth Club; Haydn Gray, North Foreland; Zak Mendham, Dulwich and Sydenham Hill; Harry Miller, Royal St George's Golf Club; Pdraig O'Riordan, Maxstoke Park; JoshuacScurr, Goring and Streatley; Joseph Shires, Rother Valley; Joe Smith, Cumberwell Park; Charlie Sorrell, Seaford.

The moving of tee markers is an important task for greenkeepers as it helps spread the wear on the tee and ensures players have an area of turf suitable for a correct golfing stance to be taken.

The order for setting tee markers

Tee markers are set out in a strict order, although differing colours may be used to denote the different teeing areas. Ways to indicate different teeing areas are on the rise and you may find at some clubs that there are more or fewer markers, such as for juniors. Traditionally the markers are as follows:

- White markers — Medal (back of tee)
- Yellow markers — General (middle markers)
- Red markers — Short (front markers)

During competitions other colours may be used. However, tee markers must not be moved during a round in a tournament.

How often should tee markers be moved?

Tee markers should be moved on a regular basis and this will depend on several factors, such as:

- / Time of year
- / Weather conditions
- / Level of play
- / Type of hole

What should be considered when moving tee markers?

Tee markers should be positioned so they aim the golfer in the direction of play and they should be placed on an area of ground that is reasonably level and free from obstructions.

Example of good tee positioning (see image)

Tee A has the markers pointing at the green, aligning the player with the direction of play.

Example of poor tee positioning (see image)

Tee B has the markers poorly placed, the result of which is that the player is now not lined up with the direction of play.

Important points to remember when moving tee markers

- / Ensure the markers are in the correct order, such as: White, Yellow, Red.
- / Ensure the markers are at least two yards (1.83m) from the rear of the tee.
- / During competition play do not move tee markers
- / In men's medal play the markers must be placed

- within a distance of 10 yards (9.14m) of the permanent distance marker. However, the course cannot be shortened by more than 109.36 yards (100m) in total.
- / In ladies' medal play the markers may be moved 10 yards (9.14m) in any direction of the permanent marker.
- / Ensure that any tee position is free of overhanging branches.
- / Ensure the tee markers line the players up with the direction of play.
- / Ensure tee markers are placed on level ground.
- / Ensure the markers are not placed so the player is standing in an area of unrepaired divots.



Photograph courtesy of James Proctor

This information is taken from the GTC's Learning Materials, available to purchase on the GTC website. The GTC produces Learning Materials to support apprentices with the knowledge required to achieve their qualifications. These materials are not exclusive to apprentices and are available to all golf clubs to help with best practice. Head to www.the-gtc.co.uk for more information.

GET READY FOR A SUMMER OF LEARNING

with the return of our popular
webinar series

**Continue
to learn
Extra**

BIGGA's innovative Continue to Learn webinar series will be returning this summer, with a programme of education intended to make professional development accessible to members at every stage of their career.

Brought to members by the same team that produces the incredibly-successful Continue to Learn education programme each January, Continue to Learn Extra will once again see some of the leading lights of the turf management industry offering tips and advice on a digital platform. Other speakers will be experts in topics such as management, ecology and architecture.

BIGGA Head of Learning & Development Sami Strutt said: "We introduced Continue to Learn Extra at the onset of the coronavirus pandemic as a means for BIGGA members to continue their professional development despite the restrictions placed on everyday life. Our webinars

Our webinars proved incredibly popular throughout the summer and helped maintain the sense of community that being a part of BIGGA brings

proved incredibly popular throughout the summer and helped maintain the sense of community that being a part of BIGGA brings as it provided members with the opportunity to ask questions and start conversations, despite the difficulties we all faced."

The webinars also provided BIGGA's L&D team with an insight into new ways our members can consume

education and professional development, leading us to host a number of other learning opportunities online, including this January's Continue to Learn education programme, which took place entirely on a digital platform.

Sami added: "I'm incredibly proud that we're going to be hosting Continue to Learn Extra again this summer and hope that many BIGGA members at every stage of »

Taking a leading role in the hosting of Continue to Learn Extra this summer will be Tyler Bloom (pictured right), head of Tyler Bloom Consulting.



13 May

Managing the Leatherjacket Challenge

Presented by Glenn Kirby, technical manager UK & Ireland, Syngenta

In this webinar Glenn will take a look at the latest data on the crane fly and leatherjacket problems facing the industry, hearing his thoughts on why we're facing this problem and the challenges ahead.

27 May

Bulletproof System to Hiring the Right Candidate

Presented by Tyler Bloom, workforce & leadership consultant, Tyler Bloom Consulting

If you agree that all—or even most—business problems boil down to people problems, then you almost certainly agree that few things in business are more important than hiring well. And yet, the hiring

process often goes off the rails before you've talked to the first candidate.

Great hiring starts with creating a clear vision of the job you're hiring for and making sure your colleagues are on the same page about what that job is and what kind of person you need to fill it.

This webinar will provide you with your bulletproof system for hiring the right candidate, making better hiring decisions and potentially experiencing fewer business problems.

10 June

Making Your Golf Course More Appealing to a Wider Audience

Presented by EIGCA Equality Advisor, Kari Haug and Past President Ken Moodie

In this webinar the EIGCA's Kari Haug and Ken Moodie will be discussing the set up of the golf course and ways to make it more appealing to a wider audience including women, short hitters, juniors and disabled golfers.

24 June

Top Strategies to Motivate Your Workforce

Presented by Tyler Bloom

While being a manager used to simply mean supervising your subordinates while they completed their job functions, a manager today does so much more than that.

Managers today drive employee performance and engagement. They inspire, encourage and motivate their teams. They answer questions and help their team navigate difficulties as they arise.

Our goal in this webinar is to help you become a great manager—one who inspires and fosters a positive, productive team culture. Looking at four areas of management that are critical to creating a high-performing team that gels, as well as provide recommendations for tools that will help you take your management to legendary levels.

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Apply by **28 May 2021** to take part in this prestigious event.

Don't wait, apply today at www.bigga.org.uk/education



5 August

Top Strategies to Prevent Employee Disengagement

Presented by Tyler Bloom

Engaged employees are emotionally committed to the company and its goals. Maybe they're committed to the company's vision, to their direct manager, or to a big project they're working on—either way, engaged employees come to work because they want to. Disengaged employees, on the other hand, come to work because they have to—they need to collect that paycheck. Your Cultural Champions and your Silent Killers are in the 'want to' group, while your Grinders and your Contaminators are in the 'have to' group. This webinar will discuss strategies that you can employ to identify disengaged employees and redirect to positive change that can

lead to business success.

16 August

Women and Girls Golf Week: Greenkeeping – It's a great career

Tying in with Women and Girls Golf Week 2021 this webinar will focus on women in the greenkeeping industry, discussing what they love about it and why more women and girls should consider it as a career.

2 September

Golf Course Ecology

Presented by Dr Marie Athorn, business conservation advisor (The R&A) at the RSPB and James Hutchinson, BIGGA's membership services manager for ecology & sustainability. Join Dr Marie Athorn and James Hutchinson to hear about different

conservation initiatives taking place on golf courses and how you can get involved and help nature on your golf course. They'll give you some tips on what to look out for in autumn and winter too!

16 September

Building the Talent Pipeline

Beyond things like executive coaching, face-time with senior leaders, and joining professional organizations, one of the most successful ways to prepare your future leaders is through both formal and informal mentoring. This webinar will provide you case studies and best practices to scale leadership through your organization and non-traditional networks to build your talent pipeline.

I'm incredibly proud that we're going to be hosting Continue to Learn Extra again this summer

their career join us for what stands to be a fantastic summer of learning."

The Continue to Learn Extra webinars will take place throughout the summer on alternate Thursdays of each month at 4pm, starting on 13 May. There will be a break in July, with the webinars starting up again in August.

Taking a leading role in the hosting of Continue to Learn Extra this summer will be Tyler Bloom, head of Tyler Bloom Consulting. Tyler specialises in search and placement, apprenticeship development, diversity and inclusion training, youth mentorship and career coaching. He spent 17 years in the golf industry including stints at Oakmont Country Club, Merion Golf

Club, Southern Hills Country Club, Muirfield Village Golf Club, Sunnybrook Golf Club and from 2014 to 2020 as director of grounds and facilities at Sparrows Point Country Club in Baltimore, Maryland.

In 2020, Tyler was recognised by the golf course industry as the Kaminski Award winner for social media leadership, the 2020 Leo Feser award by the GCSAA. He is a 2009 graduate of Penn State University's Turfgrass Science programme, has an executive certificate in talent acquisition and recruitment and is a certified partner with the Predictive Index.

The webinars will be recorded and BIGGA members can watch them

again or for the first time at their leisure. Last year's Continue to Learn Extra webinars are also available to watch online on the BIGGA website. Editions of the webinar will also be transformed into an audio format and published as episodes of BIGGA's The Green Room Golf Course Podcast, available to download for free.

REGISTER TODAY!

Visit the What's On page www.bigga.org.uk



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

Jeremy Hughes, Rotherham
Chris Clark, Prince's

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

Richard Johnstone, Nairn Dunbar

Keep your CPD record up to date: www.bigga.org.uk/member-homepage/continuing-professional-development

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 | Andrew Campbell MG CGCS | Richard McGlynn | Jaey Goodchild
Frank Newberry | Greg Evans MG | Jon Kiger



ECOLOGY ROUNDUP

James Hutchinson | Membership Services Manager (Ecology & Sustainability)

Market Harborough GC in Leicestershire is about to embark on a wetland project that will see both the wildlife and aesthetics of the course taken to the next level.

The course itself is already quite environmentally minded as Head Greenkeeper Chris Weir, Bob Roberts, chair of the Environmental Steering Group, and Club Chairman Bruce Gillanders have been instrumental in researching and then carrying out excellent initiatives such as a nest box programme, recycling organic matter, bug hotel development, hedgerow layering (incredibly important) and the focus of this blog, pond management.

This beautiful course has 10 ponds of differing sizes, however, a number of these are beginning to become crowded with aquatic and semi-aquatic florae. In an ideal world, where small golf course ponds are concerned, you should have



A pond at Market Harborough



Nest box

approximately two-thirds of vegetation and one-third water showing. Of course, we are talking about nature here and exact dimensions are difficult to achieve as such habitats are always shifting and evolving,

but the team does have a first-class wetland recovery report to guide them.

An example of their wetlands is shown above. As you can see, we have a selection of flora showing and

these are in good condition.

However, water flows into this pond from outside the club's property and this sadly has an undesirable amount of fertiliser and other chemistry attached to it. The aim and objective of this particular pond is to remove the anaerobic matter, leave it near the pond so any wildlife can find its way back, and then allow natural, and native types to return. Simple!

Great work Market Harborough and let us know how the plan unfolds.



Wetland wildflower



Market Harborough GC

Ecology Roundup is kindly sponsored by



Experience the Difference.



Don't forget You can read more from James on the BIGGA website. Visit www.bigga.org.uk/about/green/ecology-bulletin.html or scan the QR code

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STAY SAFE IN THE SUN

National Skin Cancer
Awareness Month

Skin cancer is the world’s most common cancer and as cases continue to rise at epidemic proportions, it has never been more important to take charge of your own health.

In support of National Skin Cancer Awareness Month, we spoke to leading skin cancer charity Skcin to find out more about what we can do to prevent skin cancer and why we should be regularly checking our skin for signs of change.

How prevalent is skin cancer in the UK?

Since the early 1990s rates of non-melanoma skin cancer have risen 166% in the UK, with cases expected to reach almost 400,000 by 2025. The incidence of melanoma (the deadliest form of skin cancer) has risen faster than any other common cancer in the UK. According to Cancer Research UK, one in 36 males and one in 47 females will be diagnosed with

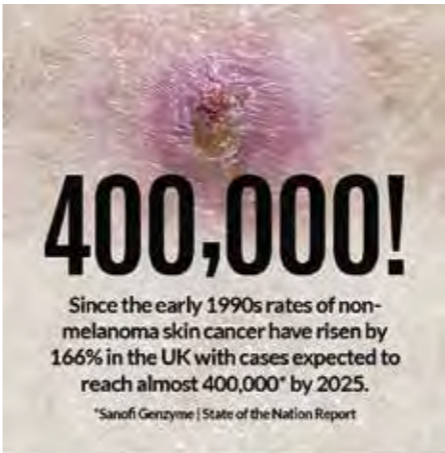


“While skin cancer statistics are compelling, the good news is that around 90% of all cases are preventable

melanoma during their lifetime and alarmingly, it is one of the biggest killing cancers in the 15-34 age group. While skin cancer statistics are compelling, the good news is that around 90% of all cases are preventable. In addition, it is the only cancer we can physically see developing in its early stages, so with education, we can reverse these statistics and save many lives.

What causes skin cancer?

Around 90% of all skin cancers are caused by over-exposure to UV radiation from the sun or sun beds. Sunburn, reddening, peeling and even tanning of the skin is clear indication of sun damage. While many people associate a tan with looking healthy, a tan is actually a sign that our skin has been harmed by UV radiation and is trying to defend itself against turf damage. Sunburn has strong links to melanoma. When we burn, the superficial layers of the skin release chemicals that cause the blood vessels to



expand and leak fluid, causing swelling, pain and redness. Without sun protection UV radiation starts to penetrate deep into the layers of the skin, causing damage to the DNA in our skin cells. Damage from UV is cumulative and irreparable, therefore once the tan fades, the damage remains, which can result in serious consequences over time.

How should we protect our skin from UV radiation?

Around 90% of skin cancers can be avoided by adopting simple sun safe strategies. Simply check the daily UV Index and when UV levels reach 3 or above, act to protect your skin by following Skcin's Five S's of Sun Safety:

- 1. **Slip on clothing**
 - / Clothing can be one of the most effective barriers between our skin and the sun and should be considered the first line of defence.
 - / Clothing should always cover shoulders, but ideally as much skin as possible.
 - / A closer weave fabric will provide better protection.
 - / A high UPF rated fabric provides best protection.
- 2. **Slop on sunscreen**
 - / Always use a sunscreen with a Sun Protection Factor (SPF) 30 or above.
 - / Make sure it is broad-spectrum and carries a UVA symbol (ideally labelled minimum 4 star)

- / Store in an accessible, cool place and remember to check the expiry date
- / Apply a generous amount to clean, dry, exposed skin 20 minutes before going outdoors.
- / Regardless of the instructions all sunscreens should be reapplied at least every two hours (more often if perspiring).
- / Remember to protect your lips with an SPF 30+ lip balm.
- 3. **Slap on a sun hat**
 - / Always wear a hat with a wide brim that shades the face, neck, ears and cheeks.
 - / A close weave or UPF rated fabric will provide better protection.
- 4. **Slide on sunglasses**
 - / Solar UV radiation can be damaging to the eyes, so wear quality sunglasses.
 - / Overall protection depends on the quality of the lens as well as the design.
 - / Look for the European CE mark, which indicates a safe level of protection.
 - / Those labelled with a high EPF (which ranges from 1-10) will provide best protection.
 - / Ensure they are close fitting and wrap-around to stop UVR entering the top and sides.
 - / Remember price has no reflection on the quality of protection.
- 5. **Shade from the sun**
 - / Shade can provide a good barrier between our skin and the sun.
 - / Seek shade whenever possible, particularly during peak UV hours (11am-3pm).
 - / Keep toddlers and babies in the shade at all times.
 - / Never rely on shade alone, always combine with personal protection measures.

What steps can we take to detect the early signs of skin cancer?

Skin cancers seldom hurt and are much more frequently seen than felt. The sooner a skin cancer is identified and treated, the better a person's chance of avoiding surgery, or in the case of a

- serious melanoma, potential disfigurement or even death.
- Getting to know your skin and regularly checking it (once a month) thoroughly from head to toe, is the best way to spot any potential warning signs.
- There are lots of different kinds of skin cancers that can appear in many shapes, sizes and colours, so it's wise to swot up on the various forms and characteristics to understand what to look out for. However, as a general rule of thumb use the following checklist and if you detect anything of concern, seek immediate advice from your GP or dermatologist.
- If a new or existing skin nail or mucosal pigmented or non-pigmented spot, lump, lesion, mole or freckle:
- / Gets bigger or changes in shape, particularly getting an irregular outline;
 - / Changes colour, gets darker, becomes patchy or multi-shaded;
 - / Becomes elevated, firm to touch and is growing;
 - / Starts to itch, gets painful, starts bleeding, gets crusty or becomes inflamed;
 - / Looks or is behaving differently to the rest of your moles or skin lesions;
 - / Is evolving in any way, such as changes in size, symmetry, surface characteristics or symptoms.

Continue the conversation):

Visit www.skcin.org or find Skcin on Twitter at @skcinCharity



BIGGA Skin Cancer Awareness Pack

£32

BIGGA is working with national charity Skcin to raise awareness of skin cancer and promote the prevention and early detection of the disease among outdoor workers. The BIGGA awareness pack provides greenkeepers and golfers alike with a striking visual reminder of the importance of sun protection and access to quality information to help them take charge of their own skin health and surveillance. **Purchase your pack here: shop.skcin.org**



POWER OF PEOPLE

In this series of articles Phil Helmn MG discusses leadership strategies with greenkeepers across the country and how they're successfully adopting them in their workplace

Location: Stratford-upon-Avon



Using data and information for decision making

James Cleaver, course manager, Stratford Oaks
Phil Helmn MG



James Cleaver is the course manager at Stratford Oaks Golf Club, an 18-hole Howard Swan parkland creation, designed 25 years ago.

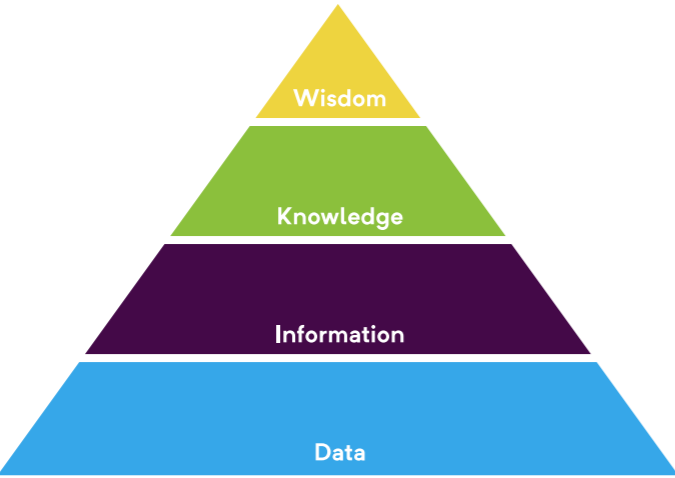
The 6,232-yard course is situated in the heart of beautiful Warwickshire and just a short distance from Shakespeare's Stratford-upon-Avon. Stratford Oaks' features are relatively flat, however its raised greens and deceptive

slopes and contours that slide towards well-placed bunkering makes for a stern short game test for even the most accomplished player. James (35) has lived and breathed greenkeeping all his life, which is no surprise as his father was one of our industry's prominent head greenkeepers during James's early childhood. That said, James only seriously joined the greenkeeping ranks seven years ago, but through his drive and passion for learning has risen quickly to his current role. Under his belt he has achieved his NVQ Levels 2 and 3 and is just about to complete his HNC in sports turf management from Elmwood College later this year. I recently caught up with James to discuss his successful gathering of data and information when he was

asked to prepare for not only a complete machinery fleet and irrigation upgrade report, but also prepare for the club's first formal annual budget review session. Equally important was how James was able to present that information clearly to his board and how, by making it easy to understand, he allowed his financiers to digest the information, enabling James to win the day.

James said: "I've always appreciated the value of information gathering in my day to day working life and how it's helped me make better decisions. Phil's Power of People book explained some great models that helped when I was asked to prepare and justify a machinery fleet and irrigation system upgrade. Of course, I knew that the old equipment was failing and that it needed replacing, but I was able to co-ordinate all my data into a format that got my point across to my board. Data gathering isn't only about lots of numbers, it's also about writing down your observations. What you did, when you did it and what the results were, I've found are all valuable things to note". The data, information, knowledge and wisdom model (DIKW model) developed by Russell Ackoff in 1989 (Left) is an essential part of the process you can adopt. It shows how data can be processed and transformed

The data, information, knowledge and wisdom model

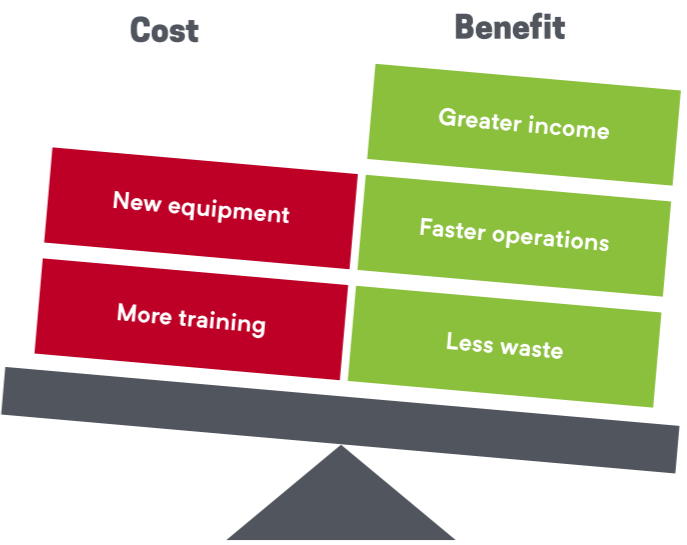


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into information, which can then be analysed into knowledge, resulting in wisdom. The concept is that by asking questions beginning with "who," "what," "where," "when," or "how many", when you collect your data you can then process the answers into an educated and wise conclusion. Information plays a crucial role in every stage of the decision-making process. Decision-making is one of the most important tasks you will have in your organisation. The old adage, 'knowledge is power' still rings true and selfishly holding on to it is long dead. The new reality of the modern work environment has taught us that sharing knowledge and information is beneficial to everyone.

James said: "I used a simple cost/benefit analysis model when I came to review the old machinery costs compared to new. I began by collecting the cost of all the repair parts I had purchased over the last year and also factored in the cost of man hours to carry out the repair works. This was substantial and when compared to the annual (under warranty) cost of new

Cost/benefit model

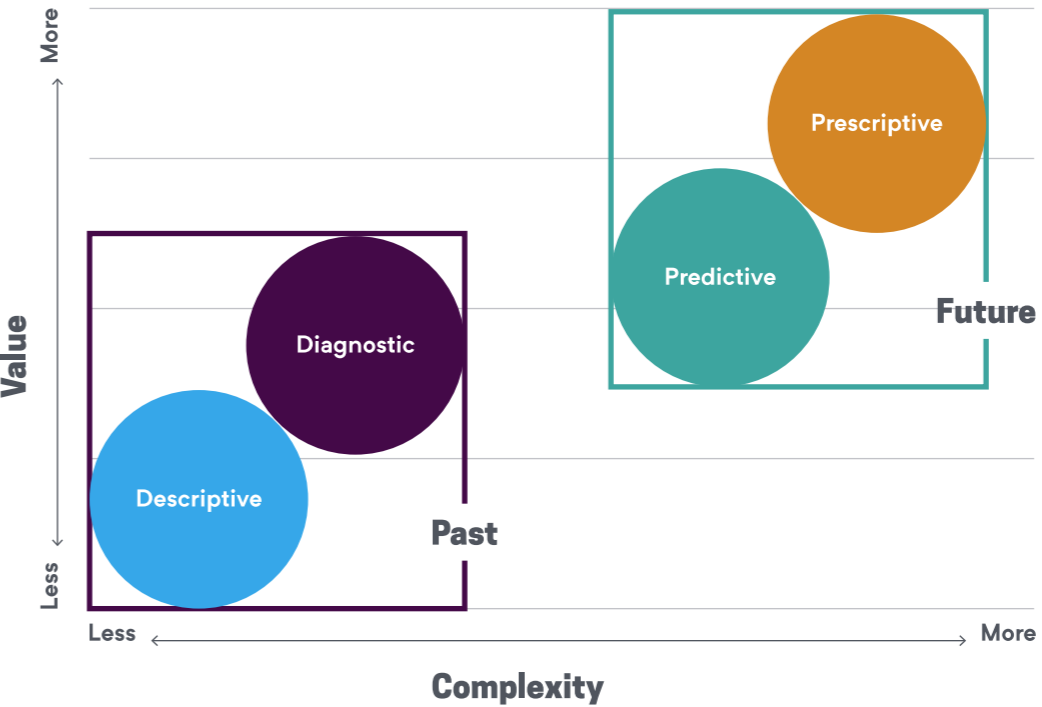


machinery, it started to build a powerful picture for me. I also looked into the improved running costs of new equipment, which was much better, and this, coupled with

superior quality of presentation, made it relatively easy to convince my board. The irrigation system audit followed much the same process. The old system

“I’ve always appreciated the value of information gathering in my day to day working life and how it’s helped me make better decisions.

There are four types of data



required replacements and when I factored in the possible risk of losing fine turf surfaces in extreme summers and the subsequent disruption to the members it, again, became an easier discussion in the boardroom. Data definitely won the day for me!" The value of data driven decision-making lies in its power to remove subjectivity and unqualified opinion by providing a strong foundation for informed processes, structures and proposed future actions. Basically, there are four types of data:

1. Descriptive data tells us what has already happened.
2. Diagnostic data is a form of advanced analysis that examines information to answer the question, "Why did that happen?".
3. Predictive data is the practice of extracting information from existing information to determine patterns for future outcomes.
4. Prescriptive data provides information for backing options that can be used to focus on finding the best future course of action.

"It's taken me many years to appreciate the power of data," said James. "In meetings, I always relied on my powers of persuasion, which often failed, compared to later discussions based on research and data driven proposals. Using data is undoubtedly extremely powerful and can be an incredibly powerful communication tool. Great data sharing fosters a culture that promotes knowledge sharing and can assist you and your team to fill information gaps, increase innovation, stimulate motivation and improve engagement." The Power of People is available for purchase from www.philhelmn.com

Continue the conversation:
You can contact Phil Helmn MG on Twitter at @HelmnPhil

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Imagine overseeing not one course, but seven?

Ross Jones tells us about his new role as director of greenkeeping for Get Golfing
 Karl Hansell, BIGGA

Ross Jones

Managing a single greenkeeping team and overseeing the maintenance of one course is tricky enough – but what about if you oversaw the activities of seven?

With Head Course Manager Julian Covey's retirement at the end of November 2020, Get Golfing CIO appointed Ross Jones to provide strategic and technical leadership of its seven greenkeeping teams at The Bristol, Hampton Court Palace, Mill Green, Pyrford Lakes, Redlibbets, Sherfield and Warley Park.

Ross joined Get Golfing after three years at Camberley Heath where, as course manager, he was responsible for maintaining all aspects of the England Top 100 club's on-course conditions.

"My whole career has been tailored and driven to achieve a course manager position at a top 100 club and I managed to achieve this at Camberley Heath," said Ross, 35. "For the past couple of years I completely immersed myself into my dream job. I had a

“With eight courses to oversee, there has been a huge change to my daily life

fantastic team around me, and we managed to continually progress the course up the top 100 rankings.”

Prior to Camberley Heath, he was senior greenkeeper at Beaverbrook in Surrey. He has also worked at the Shangri La Golf Resort in Oklahoma, USA and The Wentworth Club's West Course. He started his career at the Hampshire clubs of Tylney Park and Worldham.

During his time at Camberley Heath, Ross oversaw a complete bunker renovation project and the club hosted the English Amateur Stroke Play Championships (Brabazon Trophy) southern region qualifier.

Despite such a broad range

of experience, Ross is honest when saying that the pressure of being a course manager began to take its toll.

He explained: "This was not my first course manager role, but it quickly became apparent that this was an entirely different situation. As I am sure many course managers would agree, the main cause of stresses and strains often come not from the day-to-day management of the course, but politics and surrounding issues. I found that most of my day was dealing with issues unrelated to the course itself."

Having been friends with Julian Covey for more than 15 years, Ross was approached to replace his mentor when Julian revealed his retirement was on the horizon. It would mean a change from managing a UK Top 100 members' golf course to overseeing the maintenance of eight courses spread across the south of England, from Bristol to Kent.

Set up in 2018, Get Golfing is a charity that aims to encourage greater



Pyrford's greenside bunkers needed extensive renovation work

Ongoing projects that Ross is overseeing:

The Bristol has a new maintenance facility in planning, has received three new key pieces of groundscare machinery and is undergoing an upgrade of its irrigation system in the first quarter of 2021.

Hampton Court Palace has obtained permission for a fairway irrigation system, with the first phase scheduled for early in 2021. A drainage system has been installed into the push-up greens to improve their drainage characteristics. In addition, £40,000 of new course machinery has been delivered to site and the range has been upgraded, making it the largest natural grass range tee at 2,500sq m in London. Bunker renovation will start in the autumn of 2021.

Mill Green (Hatfield) Andy Copeland, the course manager, has done an excellent job. New drainage and new paths have started to make a real difference. All the bunkers will be renovated shortly.

participation in golf and promote the positive impact on physical and mental health of those who play the game. Likewise, Ross saw the role as a way to improve his own personal wellbeing.

"The prospect of managing teams and various projects greatly appealed to me as this is why I got into greenkeeping and what I enjoy most," he said. "My new role really feels like I am back to my roots. But, with eight courses to oversee, there has been a huge change to my daily life and there have had to be some adjustments in my approach to so many things.

"With multiple sites and multiple teams, it felt like a real challenge to be in all places at once. Having met the course managers, I was extremely confident in their capabilities and I know they very much have things under control, allowing me to focus more on our construction and project management."

Across the Get Golfing stable, several projects are underway to develop the quality of the golf courses.

"When it comes to the

planning and implementation of these projects, it is key to visualise exactly what we are planning to achieve and for whom. Each course has its own character and charm, so, at the beginning of each project, we walk the course from the golfer's perspective. Viewing the courses in this way gives us an idea of the areas we need to utilise and what we would expect during the golfer's journey from car park to clubhouse and then to the course," he said.

"From bunker design to lake bank cladding, we aim to optimise the visual impact.

"Bunker placement is always carefully thought out to cater for all standards of golf. We aim to make all sand lines visible when playing, which creates an instant visual impact but also enhances the player's perspective as you understand the shot and direction you should be playing.

"We have had great success using contractors and in-house construction teams to implement all our projects. Providing the in-house teams with new skills and challenges is part of the Get Golfing journey and benefits all involved. The sense of achievement following a completed project is extremely satisfying. With so many projects on the go, I tend to check in daily with all involved at various sites and visit as much as possible.

The prospect of managing teams and various projects greatly appealed to me as this is why I got into greenkeeping and what I enjoy most

Ross also revealed that funding is in place to support the development of the greenkeeping teams — including an international apprenticeship scheme that will see four greenkeepers sent to Florida for three months to gain experience of maintaining a course in another country.

"Throughout my career I have found the greatest satisfaction coming from training and developing the staff. There is nothing better than seeing somebody you have helped or taught further their career and take on leadership roles," he said.

"When I first met Ed Richardson, CEO of Get Golfing, he expressed his desire to be known as the front runner for staff training and team development. I knew I was in the right place and we are putting together various training programmes for each team, from NVQs to short courses in mechanics,

woodland management and irrigation.

"I learned so much regarding team management and clubhouse politics under Nick Paris, who is now course manager at Royal Wimbledon GC. I would advise anybody starting out in the industry to find a mentor to learn from.

"There are so many things


The installed blocks produced a clean new border to the lake on the 18th hole


Installing blocks around Pyrford's lake

Lake edges required renovation

Rebuilding Pyrford's lakeside bunker on the 18th

The approach to Pyrford's 9th hole and greenside bunkers






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Pyrford Lakes (Wisley) has seen massive investment. All the lakes — 23 acres of them — are being cleared out and the banks re-graded. We have started on a complete bunker restoration that will take us up to May. We have tweaked the irrigation system design and will start installing gabion baskets in the feature lakes around the clubhouse in January.

To stabilise and make a feature of the 18th lake banks we have undertaken a substantial project installing concrete blocks with stone cladding installed.

Redlibbets (Brands Hatch) is undergoing further renovation work with extensive tree clearance and a buggy path network.

Sherfield Oaks (Basingstoke) Having invested in new machinery, we are in the early stages of establishing a water-management plan that will enable us to install fairway water to the whole site. This will be done through a whole series of interconnecting lakes.

Separately, we are investing in our own tree spade to allow transplanting of trees from the original plantations into key locations within both designs.

Warley Park (Brentwood) is about to have a new 18-hole irrigation system, further drainage and we are in planning for a new maintenance facility.



Building a lake on the 6th at Pyrford

“We are putting a large amount of investment into machinery, staff training, uniforms and course projects

that you learn on the job as you progress that you certainly won't find in a textbook or even completing an NVQ or degree.”

Ross said that he sees his role as one of oversight rather than micro-management. He said, “When I first took on this role, I made it clear to the course managers that I am certainly not here to dictate what they should be doing to them. They are the course

managers, many who have been in their position for many years and so know their courses better than I ever will.

“I am there in a supportive role, helping them overcome any issues they have, from staffing to fertiliser programmes, and to make sure we continue to progress in all areas.

“At the majority of sites, we really are starting from scratch. We are putting a large amount of investment into machinery, training, uniforms and projects. It has been great to see the enthusiasm and morale boost that Get Golfing's investment is creating within the teams.

“Many of the teams are extremely talented and it is a credit to them that they have been able to achieve so much with very little resources.

“We're now providing them with the necessary training and tools to really elevate themselves in all areas.”

Continue the conversation:

Ross is on Twitter at @GetGolfingCM



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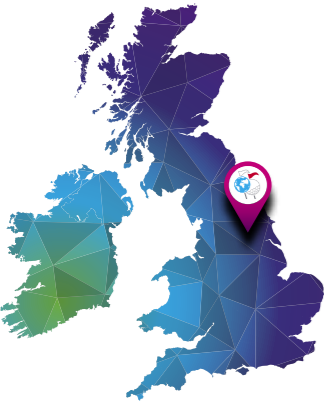


Fulford Golf Club

In conversation with two generations of greenkeeper at the York championship venue

Karl Hansell, BIGGA

Location: York



The Fulford greenkeeping team pictured prior to the COVID-19 pandemic

During the pandemic the BIGGA team began working from home and with exercise restricted to just one session a day, my exposure to golf courses was significantly reduced.

I went from visiting a number of courses each month to sitting in my spare room, speaking to greenkeepers on the phone, but otherwise restricted in my movements. The only course I had access to for a very long time was Fulford Golf Club, located just a couple of fields from the housing estate where I live, and I would often walk along the bridleway that skirts the famous old course. I saw how its normally pristine fairways were ragged around the edges when essential maintenance was the only activity that was permitted and I noticed worm casts littering the fairways and bunkers suffering from weed ingress, with the greenkeepers unable to do anything about

it. I swore that when the world began to open up again, I'd take the time to speak to the greenkeeping team about some of the things I'd noticed around the course and what it meant to them.

For this conversation I spoke to deputy head greenkeeper William Barratt and part-time greenkeeper Mark Mennell. There aren't many times when writing a feature that I'll sit down for a

conversation with a part-time member of the team, but there's a good explanation for it. Mark has worked at Fulford his entire career, joining in 1975 and acting as head greenkeeper from 1989 until he stepped down in 2019. Having turned 60, Mark's family, friends, colleagues had all encouraged him to try to slow down a little bit, but as you'll see, it's not something that comes naturally to him. »



Mark Mennell



Early March morning at Fulford



Dylan and Alex preparing hole cups for the return of golf

IN THE SHED

The Team

- / Carl Loseby, head greenkeeper
- / William Barratt, deputy head greenkeeper
- / Alex Borrer, first assistant
- / Callum Robertson, greenkeeper
- / Dylan Mason, greenkeeper
- / James Heels, greenkeeper
- / Mark Mennell, greenkeeper
- / Stephen Yorke, greenkeeper

"I've loved every minute I've been here," said Mark. "But I became obsessed. What happened was, I used to finish work here on a Friday afternoon, cycle home and go meet my mates at Heworth Golf Club, where I'm a member. We'd play a round and have a few pots of beer. "But they'd have sports on the TV or be getting the poker table out and I'd be leaving at half 9, saying I had to be in work the next day. They told me I should delegate more, but I was going in on Saturdays and Sundays because I couldn't help myself. I even used to lie to my wife and I'd say we had disease on the course that I had to go see to, but there wasn't — I just wanted to be at the course and so it couldn't go on like that."

Mark was guilty of letting his heart rule his head and, like so many greenkeepers, he took immense pride in his work, to the detriment of his personal relationships. In conversation with the club committee Mark attempted to reduce his hours and delegate duties to the team, but it was

to no avail and so in 2019 he stepped down to a part-time role, with Carl Loseby appointed internally to the head greenkeeper role.

Fulford is a former European Tour venue with a layout that was designed by Major Charles MacKenzie, brother and business partner of Dr Alister MacKenzie, who sculpted many renowned courses in Yorkshire and, most famously, assisted Bobby Jones in the creation of Augusta National. Events such as the Benson & Hedges, Sun Alliance and Murphy's Cup brought major winners

Seve Ballesteros, Greg Norman, Nick Faldo, Sandy Lyle and Ian Woosnam to Fulford, while the club also hosted the very first British Ladies Open Championship in 1976.

The televised tournaments have gone, replaced with very respectable, if less high-profile, events such as Brabazon qualifiers and The R&A Girls Amateur Championship, taking place in August this year.

Mark said: "The course is 120 times better now than it was back when I started, but so many courses are.

"Machinery-wise, standards-wise, so much has improved. But the thing is expectations have also gone through the roof, without a shadow of doubt. This golf course would have been unrecognisable to anyone walking around in 1975

because all greenkeepers did back then was look after tees, fairways and greens. You didn't think about rough management or ecology, anything like that. In many ways I don't think greenkeepers have helped ourselves because now members expect you to be doing all that work as well."

William, known as 'Basher', joined the team as a 15-year-old, volunteering for a year before finally being offered a paid position. He's now risen through the ranks to the position of deputy head greenkeeper, following a similar trajectory to that of

Mark almost 40 years earlier.

"I've been here 10 years, but I probably don't want to stay here for 45 years like him!" William said, pointing at Mark. "I'm only 25 so at some point I'd like to try something different, such as working at a course in Scotland, where my partner is from."

For William and numerous young greenkeepers before him, including The R&A's agronomist Adam Newton, Mark's infectious nature has inspired them in their career. That commitment which became to an extent a curse has also inspired a generation of greenkeepers who are now passing on that knowledge to the next group of up-and-comers.

William said: "When I started and I was just 15, Mark would explain things to me and I didn't have a clue what he was talking about, but it rubbed off on me just how much he loved the job."

Mark took up the story of

why he's so keen to nurture talent: "We've grown some really good head greenkeepers here and in the end it's all about passion. If you can link your passion with your job, you'll go places. We've had greenkeepers come here for a chinwag who work at various golf courses and they'll say they haven't changed a hole since they've been there or they haven't cut a green, because that's not their role and the head greenkeeper or deputy does that. They're not getting any joy out of work, but sadly that happens a lot.

"I always tried to get the team involved as much as I could because it's better for everyone that way and now you see that other members of the team are inspired by Basher because he has that same passion that I do."

In his 10 years at the club, William has also noticed significant changes in how things are maintained. "When I started six of us used to hand



Fulford's 18th greenside bunker has been reshaped and turfed

cut tees," said Will. "Now we have a 10-man team and we can't find time to hand cut because every other little detail around the course has to be considered. Everything has been brought in-house

and we rarely use outside contractors. We're also now doing the maintenance around the clubhouse, which takes a lot of hours. Although our machinery budget was cut recently, expectations will »



William Barratt



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Fulford's fairways have been frequented by walkers during lockdown

“When I started and I was just 15, Mark would explain things to me and I didn’t have a clue what he was talking about

continue to go upwards.” Mark has long been a subscriber to a reduced inputs method of greenkeeping, allowing the natural habitat to decide the look and feel of the course. In his tenure with the club he’s seen large areas of woodland seed and grow naturally, something the club is now seeking to counteract to preserve the heathland nature of the site. That’s not to say trees don’t have a place at Fulford, with one particular ash tree by the

17th hole bringing Fulford its most famous moment when Bernhard Langer climbed 20 feet upwards to play his third shot from the branches. The Fulford team has recently completed a course masterplan, put together by course architect Martin Ebert, which has seen the restoration of areas of heather and improvements to playing surfaces and bunkers. Ecological awareness is also playing an increasing role and if the team is to remain in consideration for The R&A's tournaments, they must achieve GEO Certification in the near future. “That’s another example of how things have changed,” said Mark. “I’ve never been very good at paperwork, as I know many other course managers aren’t, so you need someone here like Basher who is willing to have it in their job description that they spend two or three hours every week working in the office, rather than being out on the course. “Today there is so much data that you can collect, which helps you plan ahead and monitor your activities, but it means your time is taken away from directly working on the course. Something has to give, but you don’t want it to be to the detriment of the course.” Walking on the footpaths around the course during the various lockdowns of the past year, I would sometimes see families pushing pushchairs down the middle of fairways or across greens. The Fulford greenkeepers found themselves picking up more litter than ever before but were philosophical about the entire situation, understanding that there were more serious issues to contend with over the past year. Now golf courses have reopened and play has returned, things appear to be returning back to normal and the team can look forward to getting back to what they do best — preparing the course for play and developing a team culture that means everyone enjoys their working day and feels passionate about the course they maintain.

Continue the conversation: The Fulford team is on Twitter at @FulfordGreens



The 14th tee complex has been extended



Reconstructing the 16th greenside bunker during the winter of 2020

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Read this for:

/ Leatherjackets and chafer grubs

/ Pesticides

/ Turf health

LEATHERJACKETS: THE FULL STORY

BIGGA and Syngenta have teamed up to raise the subject of pest damage with the wider golfing industry
Glenn Kirby, Syngenta, and Karl Hansell, BIGGA

Photograph courtesy of Graeme Roberts, Windelsham GC

In the UK there are two insect pests that are particularly damaging to our turf surfaces – chafer grubs and the ever-increasing issue of leatherjackets (although there are several species of each).

The problem has escalated in recent years. Previously we have had very effective controls and for many years the chemical product Chlorpyrifos kept the scale of the problem under control. The product's widespread use on farmland to limit agricultural pests also served to keep populations of cranefly (the adult stage of leatherjackets) low — and hence reducing background pressure on golf courses.

However, authorisation to use Chlorpyrifos was withdrawn in 2016. At the time the golf industry underestimated the implications of this and the scale of the challenge it presented. Little or no research had been undertaken to fully understand the problem.

This is a growing challenge and has the potential to be devastating if you are unlucky enough to be on the receiving end of a high-pressure situation.

Syngenta undertook a social media survey earlier in the year, with an unprecedented immediate response from greenkeepers, with over 10% of UK and Ireland courses represented within hours of the launch.

Only 1% of respondents said they were seeing no damage from leatherjackets; in an industry that has zero tolerance to this problem, the fact 99% are reporting damage is an incredibly worrying statistic.

Glenn said: "My goal when I started this journey was to get all our customers to zero damage, as that's what I would have wanted as a course manager. But it has become increasingly clear to me that the whole industry is going to have to adjust its expectations. We all want perfect surfaces year-round and without additional tools in our armoury I suspect that may not be a realistic goal."

Chlorpyrifos was incredibly effective in managing leatherjacket populations. It was also cheaply available and probably overused by greenkeeping teams. The product was quickly removed from the turf market but slower to leave other sectors.

In some situations the issue is now so severe that greenkeepers feel pressured into illegal actions to use products that are no longer registered for turf. That cannot be tenable for them, nor sustainable for the industry in the longer term.

The real solution is to do things properly, to get the right products registered, to understand what cultural practices can be put in place to reduce the pressure and, most importantly, communicate with clubs and players about the scale of the challenges.

None of these are easy or quick and they need significant investment of both time and money, which is never what people want to hear.

A similar example of the scale of management required is the turf disease Microdochium patch, That too can cause serious loss in turf quality for players and has seen withdrawal of a wide range of products used to manage it over the years. However, it can now be effectively managed by using good cultural practices, modelling of disease risks and adopting new safer chemistry applied at appropriate timing.

The problem is it took years of research and investment to gain that »

It has become increasingly clear to me that we are going to have to adjust our expectations

BIGGA and Syngenta have been working on a comprehensive document that explains the overarching situation with regards to the damage caused by leatherjackets and chafer grubs. This document will be circulated around the governing bodies of golf and other influential groups, to raise awareness of the challenges greenkeepers are facing. You can download a copy of this document from the BIGGA website and members are encouraged to share it with their club management team.

BIGGA is also hosting a live webinar with Glenn Kirby on Thursday 13 May at 4pm to discuss the topic further. Head to the BIGGA website or scan this QR code now to register.





Ian Kinley, Royal Porthcawl, Wales.

“We’re a hotbed for leatherjackets and it is heart breaking when you see the damage they cause. We have benefitted from being in lockdown because it meant we could put sheets down on our greens during the day. We’ve not had to focus on playing conditions and so could focus on dealing with these pests accordingly. If golf had been live, I don’t know what we’d have done. Our 7th green was the worst affected. At Christmas it was as strong as I’d ever seen it, but by the end of January it had fallen off a cliff and had only about 60% grass cover. The difficulty we’ve got is there is so little understanding from the end user’s perspective. Golfers will believe nothing has changed, particularly coming out of lockdown, but there needs to be an understanding of the problem and how there is not a lot we can do in the short term. Chemical products are available elsewhere, but we can’t spray illegally as the consequences are very severe and include fines or jail. By acting illegally, you would only be prolonging the inevitable because stockpiles will eventually run out and you will be embarking down the road we are already on. It will also create a misrepresentation of where the industry actually is with regards leatherjackets.



Aeration holes not closing in collars due to leatherjacket infestation at Royal Porthcawl



Fairway damage

knowledge, but the golf industry has barely started on that journey with regards leatherjackets. Take a glance at social media and you will see greenkeepers pleading with the ‘industry’ to get a grip and help them through this situation. It is all too easy to feel helpless, but we all have a part to play. Communication needs to be stronger with the golfer and the governing bodies need to play a stronger role in that. There also needs to be increased commitment from the industry to understand the impact of our cultural operations on this pest. We can’t kick the can down the road with problems like this and we must recognise that things are changing. With societal desire for reduced pesticide usage, there is an associated cost — which for golf members in this instance is reduced turf quality due to increased numbers of pests. The greenkeeping and wider golf industries must be proactive and communicate the challenge with golfers. At the same time, the industry is moving to see pesticides approved and regulated to new standards and protocols — which is undoubtedly positive. The government regulatory system has to

respond quickly enough to fill the void in which the industry currently finds itself, while greenkeepers and agronomists need to find the optimum ways to use the tools available.

THE GOLF INDUSTRY: WHAT CAN WE DO?

Greenkeepers are an innovative bunch and we will get around this. However, the sports turf industry currently has a number of the pieces of this complex jigsaw missing, which are preventing the formulation of an effective treatment plan. We need to understand the life cycles of these pests much better. Our current understanding comes from studies that were done in the 1940s. These were important pieces of work and very thorough, but they investigated agricultural fields and grassland – not the situation we are currently in.

Golf greens have some very intensive management and irrigation practices that just aren’t replicated in nature and what we’re finding in our fine turf surfaces is quite different to those original studies. Over the past two years Syngenta has been gathering insect hatching pattern data on the Pest Tracker website, with sightings of adult pests submitted by turf professionals in the United Kingdom and

Ireland. It provides an invaluable up-to-date picture of seasonal hatch times and patterns. As an industry it has been fantastic to see so many people engaging with this monitoring, which is perhaps an indication of how important the situation has become. This work will need to continue as we attempt to build a greater understanding of the pests and how they can be better managed.

CONTRIBUTE: WHAT CAN YOU DO TO HELP?

Firstly, submit your insect sightings on Pest Tracker, as the more data gathered the more we understand. Monitoring is also vital. Seeing a rogue leatherjacket on the surface of the turf does not mean you are in trouble, but equally seeing none doesn’t mean you do not have any. An effective way to monitor pest populations is by covering the areas of the turf with small square sheets over the winter. This will give an indication of how many leatherjackets you have and what levels of control have been achieved with any measures you’ve put in place. Sheets should be one-metre square and placed down overnight during mild temperatures. The sheet tricks the larvae into thinking it is night-time and so they come to the surface, enabling you to get a snapshot of the overall population. This kind of monitoring shouldn’t just occur on putting surfaces, but greenkeepers should take the time to monitor other areas of the course.

Leatherjackets are mobile pests and they can move a long way — you would be surprised at the distance they travel. The population will redistribute itself over a wide area, so when thinking about control measures, greenkeepers must think bigger than just the surface they are trying to protect. The motivational speaker Dr Roopleen once said “learning is a matter of gathering knowledge; wisdom is applying that knowledge”. Monitoring will allow us to gather the knowledge. We’ll gain the wisdom of how to solve the problem once that knowledge is gained.

PREVENTION: WHAT EXISTING METHODS OF PREVENTION ARE THERE?

Acelepryn

Emergency Authorisation has been applied for the preventative pesticide Acelepryn. This will be the fourth year that an Emergency Authorisation has

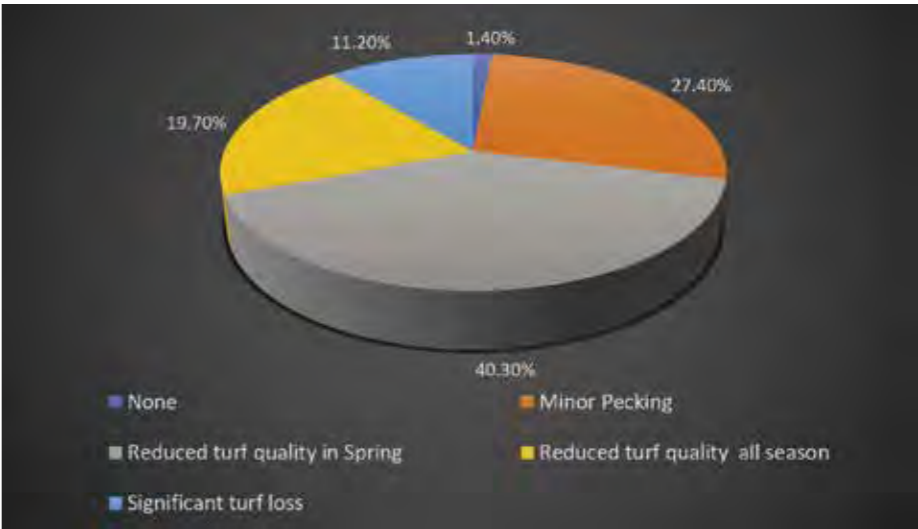
been sought, enabling use outside of a full registration. The Emergency Authorisation has previously been granted for use under the following conditions: golf greens and tees plus 10% of fairways (so long as the total area falls with 10% of total golf course area); race courses and gallops; airfields. Under the previous three years’ Emergency Authorisations, Acelepryn has become a foundation stone of many turf managers’ programmes and by itself is providing enough control to deliver good playing surfaces in areas of lower insect pressure. In high insect pressure sites, it has proven to be very effective at reducing the scale of the problem but it doesn’t provide enough control to eliminate the problem. There is no guarantee that another



Sheeting is an effective way to measure population levels

Emergency Authorisation will be granted, just as there is no guarantee that full registration will be achieved in the future as the challenge of reversing the decline in insect populations is high on the regulating bodies’ agenda. »

2021 survey of leather jacket damage



WHY YOU SHOULD NOT SPRAY ILLEGALLY: PROF JOHN MOVERLY, AMENITY FORUM

The leatherjacket issue is undoubtedly a major challenge. Greenkeepers and groundsmen are under real pressure to produce high quality surfaces and have lost the plant protection product used for this. Many have felt real pressure in their roles and the temptation to consider use of unauthorised products can be great. However it is very important that such action is not taken. The use of unauthorised products is an illegal act and, if discovered, can lead to heavy fines and in serious cases imprisonment. Not only does using unauthorised measures put the club at risk, it seriously damages the industry’s reputation and could lead to more restrictions for everyone. As said, it is recognised that the pressures can be high, especially from owners and users of facilities, but taking unauthorised routes, while possibly meeting the short term challenge, can do no good for anyone in the long term. The Amenity Standard, launched in 2020, is a really positive way to demonstrate that all operations at a facility are undertaken to meet best practice and the law and has gained strong support from policy makers. To hold and display the standard requires membership of a recognised assurance scheme and one specifically relevant to golf is now available. Whatever the challenges, it is vital that the golf sector fully commits to best practice and does things right.



Dan Kendle, Newquay Golf Club, Cornwall

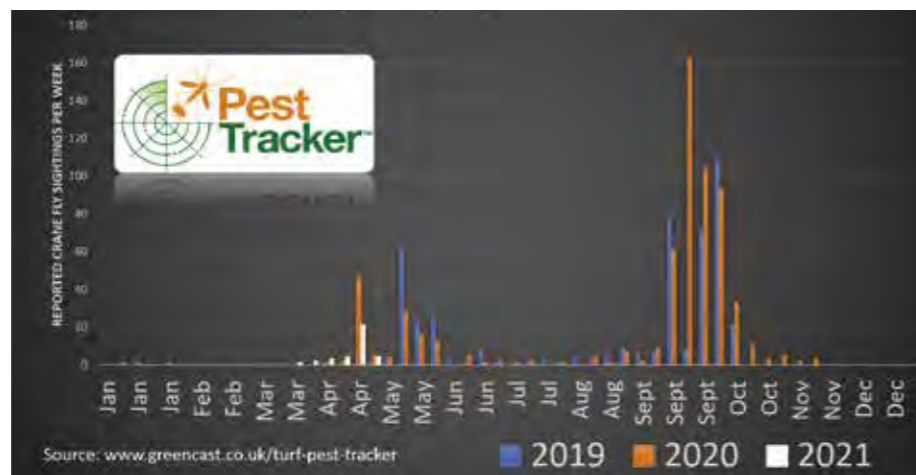
“We’re on the edge of Newquay, with Fistral Beach on one side and housing around the other three sides, so we’re a green space in an urban location and that means craneflies are attracted to our site to lay their eggs. We took part in a trial with Syngenta and saw good protection up until Christmas. But since then, the course has got progressively worse and they’re now extremely pitted with lots of grass coverage. I’m absolutely devastated and my stress levels are off the scale.

I've been here for just over six years, my deputy started three months after me and we're both just absolutely gutted and devastated at the scale of the problem. Last year we were getting comments that the course was the best it had been for 40 years and now it feels like six years of hard work has gone down the pan because the greens are so horrific. Being a course manager is a lonely job anyway, but I feel like I'm on my own.

It is important that those who are influential and have a voice in the golf industry are able to support greenkeepers when their courses are hit by this awful situation. Golfers should understand that greenkeepers are working with limited resources and are doing the best they can.

When we have done some sheeting successfully, we have been scraping thousands of leatherjackets off every green in the morning using shovels and it is just devastating to see, because you know of the damage that is being caused.

Reported cranefly sightings on Pest Tracker in 2019, 2020 and 2021



Nematodes

Insect parasitic nematodes are parasitic to damaging turf pest insects and historically proven to be tricky to use and achieve consistent results. Lots of work is being done in this area to improve the efficacy of them and when applied at the right time of year they have been proven to reduce leatherjacket populations. As with all technology, timing is critical and the desire to use them at a time when needed, rather than when most effective, can lead to disappointing results. As always, ask for the data to support application timings.

Cultural practices

This is where there is currently the largest knowledge gap. We don't fully understand the impact of many of the everyday greenkeeping activities undertaken to maintain quality surfaces.

Trials to investigate the potential causes or influencing factors of

leatherjacket damage are particularly tricky due to the variable nature of the pest. How activities such as fertiliser programmes, aeration and soil moisture affect the prevalence of leatherjackets just isn't known at the moment.

It has been suggested that aeration may play a role and the damage leatherjackets cause may be more severe if there are increased aeration practices.

However, aeration is an essential surface management process and so research work is needed to understand the implications. If the two prove to be connected then we may need to rethink our aeration practices, which will in turn present another set of new maintenance challenges.

Sheeting

Sheeting is the process of laying dark and moisture-retentive sheets across large areas of greens overnight during mild conditions to trick the leatherjackets into staying on the surface for longer



Predator damage at Newquay GC



Thousands of leatherjackets can be taken off a single golf green, such as these from Newquay GC

than normal. When the sheets are removed, the leatherjackets are quickly removed using mowers or brushes.

It is labour intensive, disruptive to golf and requires the climatic conditions to be right, but it does prove effective at reducing numbers and this practice may need to become more prevalent in future.

For sheeting to be a success it must be a programmed approach with the correct time and energy invested to increase success rates. It may be a workable strategy for greens but would prove almost impossible for larger scale areas

such as fairways. As with most things, more research is needed.

Integrated Turf Management

A further approach would be to boost plant health, particularly during periods of intensive leatherjacket larvae feeding. The aim is for healthy plants to outgrow the loss and damage to root mass and tissue that is being removed by that feeding insect. Having both a good understanding of leatherjacket populations in your situation and a suitable turf nutrition programme to counter this is important to give a chance of presenting putting surfaces that are acceptable in the spring. The challenge comes when growing conditions limit the turf's capability for recovery or where the sheer weight of pest pressure overwhelms the plants.

Some other products are now offered on the market that are claimed to help during periods of insect pest pressure. Remember any claims to kill the insect need to be supported by a full registration and a MAPP number. If offered products that fall into this category, it is always tempting to adopt the “what harm can it do?” approach.

rather than looking to tested strategies, but it is wise to ask exactly how they work and ask for independent trial data.

LONGER TERM: WHAT DOES THE FUTURE HOLD?

The rapid rise in insect pest damage in recent seasons clearly presents some very serious issues for greenkeepers and those who maintain sports turf surfaces. For the industry to develop an effective »



A leatherjacket living in an aeration hole

The background of the entire page features a lush green golf course under a clear blue sky.

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**Paul Shepherd, Nizels
Golf & Country Club,
Kent**

“ Our problems began in 2019 and exponentially got worse into last spring, where we had huge amounts of damage. On a number of our fairways, we found complete loss of grass coverage from 200 yards in to the hole. It was a combination of the leatherjackets eating the roots and the wet winter, which caused a perfect storm of damage. The greens were being munched top and bottom, because they were coming to the surface and eating the plants and also eating the roots.

It's soul-destroying to see. I've been here for 13 years and I think I've done a very good job, but then something like this happens and it's completely out of your hands. You know these pests have always been there, but there's always been a bottle to reach for to take care of the problem.

The members were all trying to be supportive, but at the same time they're paying for a product that is damaged. You try your best and you work and work, but it got to the point last year where every conversation was about leatherjackets and I was even dreaming about them at night! It was very stressful and I didn't enjoy my job last year.



Nizels GC with large areas of damaged turf



An example of turf health suffering due to an infestation of leatherjackets

strategy to tackle this challenge requires a number of things in place:

- / Increased investment into research to understand the pest;
- / Increased research to understand the implications of our cultural practices on the pest;
- / Development of different technologies to manage pest numbers, such as pheromones, trapping and biological solutions;
- / Better prediction models of pest lifecycles;
- / Improved stewardship measures and strategies that could enable a wider range of insecticides to be utilised.

Firstly it requires clear recognition of the challenge and the scale of leatherjacket damage. It will then need some acceptance from golfers and club management of the difficulties faced by grounds staff, while the necessary measures are put in place and can be

widely adopted. That will involve the participation of greenkeepers to demonstrate and communicate the challenges we all face industry-wide.

The whole golf industry will need to step up and work together if we are to return to a world where we can produce great surfaces without fear of them being damaged by insect pests.

**FOR MORE INFORMATION
OR TO CONTRIBUTE TO
THE DISCUSSION, VISIT:**

Turf Pest Tracker

<https://www.greencast.co.uk/>

turf-pest-tracker

Syngenta GreenCast Advisory Turf Management Blog:

<https://greencastadvisory.net>

British & International Golf

Greenkeepers Association:

www.bigga.org.uk



An aeration hole that is unable to recover due to a feeding leatherjacket



Leatherjackets on a green



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GET AHEAD OF ANTHRACNOSE

Glenn Kirby, Syngenta Turf Technical Manager UK & Ireland



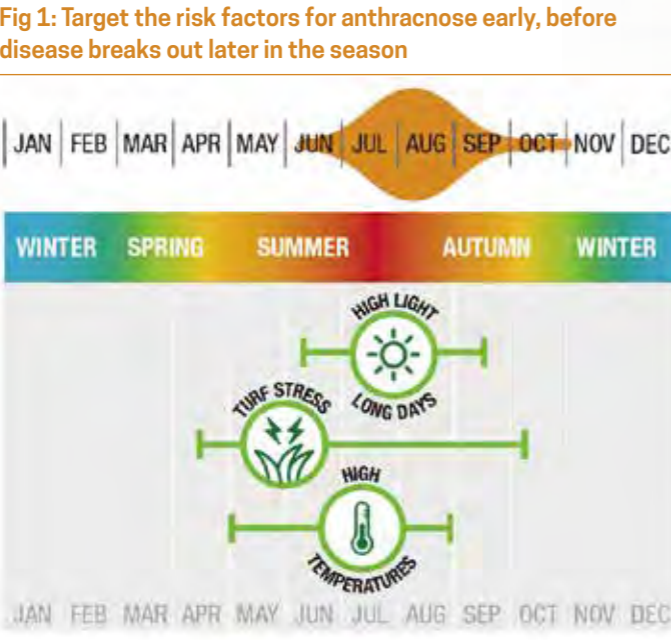
Anthracnose is an increasing challenge for maintaining consistent turf quality. Many of the interrelated stress factors that influence when outbreaks occur are happening earlier, and with greater severity.

We really need to be focussed on reducing stress on turf through the May period. While anthracnose damage is not yet occurring, the stresses that cause a weak plant that is more susceptible to that infection are happening now. There are now some exciting, novel new technologies to help manage the threat of anthracnose. It's one disease where pre-planning an Integrated Turf Management (ITM) approach to prevent outbreaks

can pay huge dividends. Historic disease records on GreenCast show that foliar blight outbreaks in May would be unusual, but shouldn't be discounted if conditions are hot and humid — particularly if surfaces suffered from basal rot infections earlier in the season. Late spring weather conditions of greater concern is the high diurnal swings, from hot days to cold nights.

That puts turf under intense stress — often expressed as anthocyanin purpling of leaves. It is an area where Growing Degree Days can be extremely useful as a check for growth potential. That really ties into the nutrition programme for greens. There has been a clear trend to lower nitrogen inputs to keep greens leaner and faster, however research

in both the US and the UK has demonstrated too little N was a major influencing factor in anthracnose development. The skill is in remaining flexible enough to judge the amount of N required to maintain plant health — which will be different for every course and situation; or even at a micro level, from green to green. Suffice that it might need to be a little more than anticipated where anthracnose is a challenge. There is also a lot of very good research evidence that lower cut height increases the risk of anthracnose. But lowering cutting heights in May is often a necessary evil to achieve the smoothness and speed demanded by clubs and golfers. Using combinations of cutting, rolling, topdressing, PGR and nutrition could help deliver the desired playing surface conditions, at a marginally higher cut that could just ease turf stress conditions. The most obvious reason to use Primo Maxx over the



ITM techniques for anthracnose action

- / Supply sufficient nutrition to feed healthy growth
- / Topdress lightly and regularly to protect turf crowns
- / Manage moisture effectively
- / Ease off cutting height where practical
- / Treat high risk greens appropriately
- / Watch out for hot humid weather conducive to disease
- / If turf health and stress has been compromised, be prepared to use a well-timed preventative summer fungicide

spring and summer is to manage turf growth and improve quality. There's a huge volume of research around the world has consistently shown the ability to limit the build-up of damaging reductive oxygen species (ROS or free radicals) from a range of stress factors. The key to getting the best results from pre-stress conditioning, which will have the greatest effect on anthracnose reduction, is to have the programme running before the stress occurs. That applies for drought, light, heat or just heavy wear and tear from a tournament, for example. Keeping turf in consistent growth regulation, using a tailored Growing Degree Day calculation, could help maintain the optimum stress reduction.

It will be further enhanced if then stress factors themselves can be reduced. To limit drought stress, for example, a good moisture management strategy is essential. Areas under drought stress or dry patch affected areas will be the first to suffer under the intensity of greens maintenance. Making best use of water resources has been a hot topic for the golf industry, with an

efficient irrigation system, ideally linked to regular use of moisture probes helps to optimise water application where it's most required. During these stress periods light is often the final trigger point. It probably hasn't been recognised as much it should have been in the past — possibly as there's not been a way to manage it as we have now, with Ryder. Ryder does a really good job of reducing the amount of UV light reaching the plant — thereby reducing the stress itself, but also where associated with heat and drought. And where we are looking to manage abiotic stress more effectively, we're seeing some benefits of adding additional amino acids, through an earlier start to a Hicure biostimulant programme. Whenever a turf plant comes under a stress, it will use a range of amino acids to build specific proteins to combat that particular stress. If we can help the plant by supplementing those amino acids, it does not need to break down or scavenge

proteins from other plant functions, which enables it to stay healthier during that period of stress. While Hicure biostimulant has no direct effect on the anthracnose pathogen, if as many measures to limit stress effects can be effectively employed early in the season, the incidence of disease could be significantly reduced throughout the rest of the year.

Continue the conversation

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Read this for:

- / Biostimulant usage
- / Innovative research
- / Reducing turf stress

Learning to use biostimulants in turf management

Richard Salvage and Colin Fleming, School of Biological Sciences, Queen’s University of Belfast and Maxstim

Turfgrasses have mechanisms to withstand biotic and abiotic stress.
Like all plants, turfgrasses have evolved ways to help them tolerate and survive the wide range of stresses that can limit their growth. These stresses include attack by fungi, bacteria, viruses, insects and nematodes (known as biotic factors). Plants also have adaptations that

help them to counter environmental stresses such as heat, cold, drought, waterlogging and high salinity (abiotic factors).
The source of a plant’s ability to minimise damage by such a wide range of biotic and abiotic factors is found in its DNA. Located inside the plant cells, chromosomes contain tens of »



Enhanced germination and growth in ryegrass turfgrass sprayed with silicon biostimulant (Cynosa) – untreated plants on the right, treated plants on the left

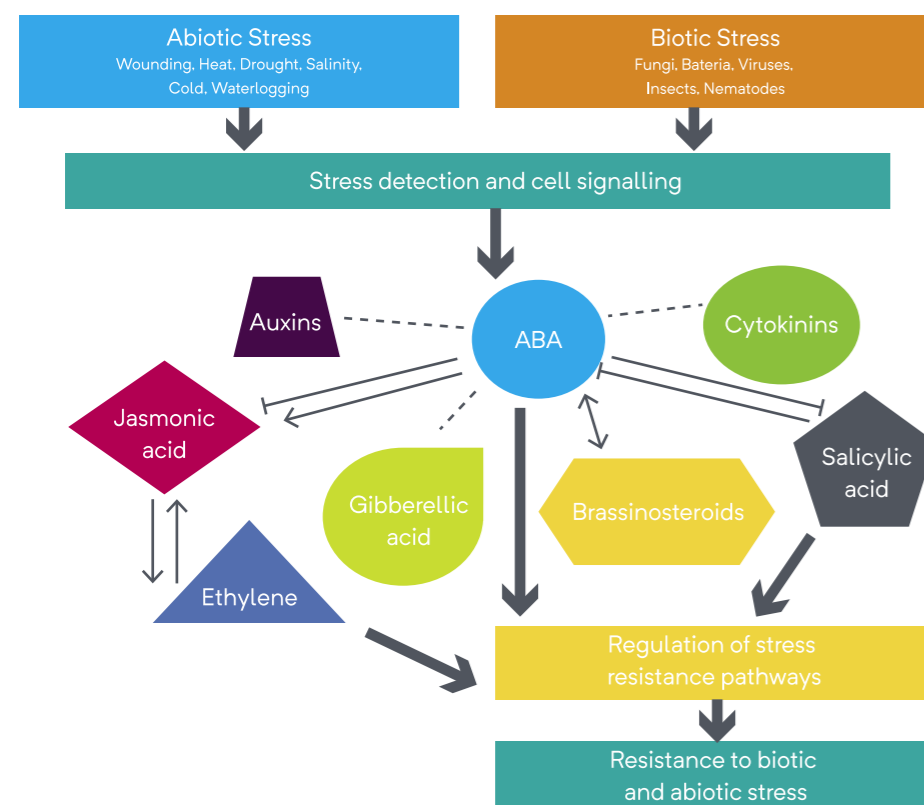
“ Our industry may never share a common understanding and definition of biostimulants



thousands of genes that carry the genetic codes for manufacturing proteins, such as enzymes and the structural proteins used to build the various parts of the plant. They also contain small RNA molecules that help control the complex genetic and metabolic processes required for normal plant functions. In a healthy plant, multiple interconnected biochemical pathways respond to internal and external signals to ensure the plant can

carry out normal processes such as germination, root and shoot growth, photosynthesis, respiration and seed production. Many of these pathways also regulate plant defence against pests, pathogens and abiotic stresses. Plant scientists have been investigating how plants use these biochemical pathways to minimise stress damage and they have also identified hundreds of plant chemicals involved in stress resistance.

Figure 1: Stress responses



How do plants protect themselves?

Plants use physical and chemical barriers to prevent pathogen entry and infection. There are also a wide variety of inducible defence mechanisms that are triggered upon pathogen or abiotic stress detection. These inducible defences include molecular, biochemical and morphological changes, oxidative burst, expression of defence-related genes, production of antimicrobial compounds and targeted cell death, which localise infection sites and prevent disease spread.

Major components of the regulatory networks controlling plant defence include intra-cellular signalling and plant hormones. Recent genetic studies have demonstrated that these systems are involved in both abiotic and biotic stress responses, indicating convergence of the pathways and the existence of a general stress response in plants. This is confirmed by the many examples of abiotic stress, such as salinity and drought, that increase plant susceptibility to subsequent disease. Similarly, plant responses to abiotic stress can be influenced by previous pathogen

infection, which has been shown to reduce photosynthesis and water use efficiency and induce abnormal stomata opening patterns, all of which are critical for plant tolerance to abiotic stress.

Plant hormone pathways are key among these defence systems and include auxins, gibberellins (GA), abscisic acid (ABA), cytokinins (CK), salicylic acid (SA), ethylene (ET), jasmonic acid (JA), brassinosteroids (BR) and peptide hormones.

SA, JA and ET have roles in regulating plant defence responses against pathogens and pests as well as abiotic stresses. In particular, SA plays a crucial role in plant defence and is generally involved in the activation of defence responses against biotrophic pathogens such as rusts, which don't normally kill the plant but feed on living tissue. JA and ET are usually associated with defence against herbivorous insects and necrotrophic pathogens such as dollar spot (*Sclerotinia*), which cause extensive plant tissue death to access nutrients. While SA and JA/ET defence pathways are often mutually antagonistic, there is also evidence of synergy between SA and JA/ET.

What is clear from recent research is

that normal plant metabolism is disrupted by biotic or abiotic stress, leading to significant effects on all aspects of plant growth. In the case of many pests and pathogens it has also been demonstrated that they can actively interfere with plant defence systems to facilitate their attack and infection.

Biostimulants can help manage pests, diseases and abiotic stress

Turf managers are currently faced with the 'perfect storm' of increased pest and disease issues, more frequent occurrences of extreme weather (both often resulting from climate change) and restrictions in the use of plant protection products. Following major advances in the development of effective biostimulants for agriculture and horticulture, increasingly our industry is turning to these products for solutions to these problems.

In Europe, biostimulants have been defined as 'materials containing substance(s) and/or microorganisms whose function, when applied to plants or the rhizosphere, is to stimulate natural processes to enhance/benefit nutrient uptake, nutrient efficiency, tolerance to

biotic stress and crop quality'. There are discussions underway about extending this definition to include the stimulation of plant tolerance to pest and pathogen attack. Regardless of these considerations, a range of materials can act as biostimulants. Over 85% of the commercially available products are from three basic sources: peat, amino acids and seaweed. They tend to be single source or single component solutions to very complex plant and stress interactions.

Different biostimulants induce distinct plant responses and consequently new and innovative formulations have been developed incorporating a combination of bioactives which deliver multiple stimuli to the plant, improving growth and enhancing protection from an ever-increasing range of stressors.

Priming turf for stress tolerance

Perhaps one of the most significant discoveries regarding biostimulants is their ability to predispose plants to deal more effectively with a future stress. Analogous to immunisation, it has been demonstrated that pre-treatment with biostimulants can prime plants for »

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Increasingly farmers see biostimulants as a “biological insurance”, evidenced by the observation



more efficient activation of their cellular defence responses. This means that a primed turf will respond more quickly and strongly to, for example, drought stress or a pathogen infection. Importantly, it has been shown that when a plant is subjected to an abiotic stress or infection, activating a normal defence response involved major energy costs that often affect plant growth. These effects are significantly lower when a primed plant is stressed or infected and so the outcome for plant growth is improved.

Research has shown that creeping bentgrass primed with a seaweed extract may respond better to drought stress. Key to priming turfgrass in this way is that the biostimulants treatment is made before the stress is experienced, so the old adage of “little and often” provides guidance in how best to apply biostimulants as a stress preventative. A final point to make regarding use of biostimulants concerns expectations. Sometimes users are disappointed with the apparent lack of effect after biostimulants application. However, experience has shown that the most obvious responses to biostimulants treatment are seen in poorly performing turf or when a treated turf is impacted by disease or extreme environmental conditions. Increasingly farmers see biostimulants as a “biological insurance”, evidenced by the observation it is the fastest growing sector in the agriculture market.

Our industry has increasingly been embracing this technology, but the effective use of these tools will require a better understanding of how and where they work, as well as collaboration between researchers, producers and — most importantly — end users. Clearly it can be much easier to define biostimulants action than to define a biostimulants and even though our industry may never share a common understanding and definition of biostimulants, it will be those organisations that focus on defining and gaining a clear understanding of biostimulants action who will be the industry leaders and innovators.

Continue the conversation

You can contact Richard Salvage and Colin Fleming on Twitter using @MaxstimLtd

Figure 2: Biostimulants and their effects

Biostimulant type	Example of main effects on plants
Seaweed extracts	Increased tissue concentrations and root to shoot transport of micronutrients Improved mineral composition of plant tissues Increased tolerance to abiotic and biotic stress
Humic materials	Increased linear growth of roots and root biomass Increased root capacity, enhanced nutrient use efficiency
Chitosan	Increased all vegetative growth and yield Protection against pathogens, delayed senescence
Amino Acids	Protection against UV and oxidative damage Increased tolerance to abiotic stress
Plant hormones	Increased tolerance to abiotic and biotic stress Enhanced vegetative growth
Bioflavonoids	Stimulation of plant defence pathways Enhanced germination and vegetative growth
Silicon	Increased tolerance to abiotic and biotic stress Enhancing plant structures to increase mechanical strength Modification of plant metabolic and physiological processes
Microorganisms (eg PGPR)	Increased lateral root density and surface to root hairs



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PLANNING FOR THE FUTURE

Adrian Mortram, AMA Irrigation Consultants

At the time of writing it is April 2021 and lockdown measures are slowly being eased, with golf returning to parts of the UK only a few weeks ago.

I arrived at Troon yesterday, leaving the house in -3 degrees with temperatures lowering to -6 as I passed through the Beattock area on the M74 with remnants of April snow on the hard shoulder. I am visiting Troon to complete the testing and commissioning of their updated irrigation system on

the Portland and Craigend courses, which has included remodelling in preparation for when The Open returns to Troon in 2024.

It is the time of year when irrigation becomes a prevailing thought in the minds of course managers and greenkeepers throughout the UK as systems are spring commissioned in preparation for the year ahead. Despite the cold weather in March and April 2021 we have already seen evapotranspiration rates increasing with the cold dry »

Crail Golfing Society's 16th tee irrigation
All photography in this article was provided by Adrian Mortram Associates



Walkway irrigation at Royal Troon's Postage Stamp

“ If soil moisture measurements are low and areas of turf are showing visual signs of reduced moisture levels, seen often by footprinting, then there is no question it is time to irrigate.

air absorbing water and causing an increasing loss of water from our surfaces. This early season reduction in soil moisture, when the soil and air temperatures are still significantly reduced and therefore growth limited, is a tricky time for moisture management within our rootzones. If soil moisture measurements are low and areas of turf are showing visual signs of reduced moisture levels, seen often by footprinting, then there is no question it is time to irrigate. This may be hand watering of localised dry areas or automatic irrigation of larger areas with timing of watering being the key in relation to air and soil temperatures. Irrigation systems throughout the UK vary in their age and complexity, some covering greens only, others covering all playing surfaces and with varying levels of ongoing service and maintenance. Servicing and maintenance are often

overlooked. However, these are extremely important to the longevity of the irrigation system. Many irrigation systems, which were installed during the eighties and nineties are nearing, or are well past, the end of their life expectancy. The average lifespan of an irrigation system is in the region of 25 years depending upon installation quality, components and ongoing maintenance (servicing, repairs and upgrades) throughout that period. An irrigation system is the most expensive single item of maintenance equipment on any golf course. The thought of upgrading or replacing the irrigation system can be a daunting task, particularly as for many most of it is out of sight and therefore often out of mind. Record keeping, historic and current, and good communication, backed up with the ease of photographic evidence (as almost everybody has a smart phone

nowadays with inbuilt camera) is very important in keeping the membership informed. The upgrading process often begins with an evaluation of the existing irrigation system including an overview of the



Royal Troon's Postage Stamp

irrigation system, its current condition and ideas and options for the way ahead. Depending upon the age and condition of the irrigation system this simple report can provide the impetus for things to move forward. However, if the existing irrigation system is clearly in a poor state of repair and needs replacement, it can be argued that you don't really need a report to tell you something you already know. If this is true, focus should be on the next stage, which we would call the design process.

We are often asked how to procure an irrigation design and as with everything in life there are options in relation to the design process which are discussed below. I know my company is a design practice, however I cannot stress enough the importance of obtaining a scaled irrigation design plan (hydraulic and electrical) specific to your golf course and design specification that meets the golf club's requirements. This process should not be rushed and should be undertaken thoroughly and diligently, particularly as an upgraded irrigation system should be viewed as a 25+ year investment for any golf club.

In this regard golf clubs have three options:
/ Irrigation contractor design
/ Irrigation manufacturer sponsored design
/ Irrigation designer/ consultant design
There are advantages and disadvantages of each, some of which are highlighted below:

Irrigation contractor design

- / The golf club will need to select a preferred irrigation contractor who they definitely want to install their system. Making this decision with due diligence is very important as the club is looking at a 25+ year investment. Take up references of recent work of the same scale and specification.
- / As the customer, the golf club needs to specify precisely what they want to be designed and need to understand the irrigation design parameters and how they interrelate with each other as changing one parameter can have a bearing on the overall design. For example, designed application (precipitation) quantities per day or week. »



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- Improved carbon sequestration
- Stimulates beneficial microbial activity

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Royal St Georges 10th tee

“Choosing the team (manufacturer, contractor and designer) who you feel have the necessary experience and can deliver a quality service is extremely important.

- / There is no upfront cost, although this cost will need to be covered somewhere in the contracting company's project costings or business overheads.
- / The contractor may design the system to secure the project, which would not be in the best interests of the golf club, particularly as they are considering a 25+ year investment.
- / Warning: when obtaining contractor designs from more than one contractor, the golf club will never be comparing like-for-like in terms of the design, design specification and quantities, hence many irrigation contractors will not provide this service anymore.

Irrigation manufacturer/distributor-sponsored design:

- / This is often a route to explore if the golf club has a preferred irrigation manufacturer. The manufacturer may sponsor

a design on the basis of the golf club committing to them that they will only use their products: sprinklers, valves, control system.

- / The manufacturer/distributor will often use an industry designer or consultant for the design, including a design consultation process and preparation of a full tender package.
- / However, as a customer you may not have the ability to evaluate other manufacturer's products

and choose which you feel is best for your course.

- / There may well be no upfront cost, although again this cost will need to be covered somewhere in the manufacturer / distributor / project costings or business overheads.
- / Warning: do not obtain manufacturer designs from more than one manufacturer as the golf club will never be comparing like-for-like in terms of the design, design



Servicing a sprinkler at Royal Troon's 18th hole

specification, quantities and other elements.

- / As a company we are often asked to compare more than one contractor or manufacturer/distributor design. We always advise that this process is nigh on impossible as no two designs will ever be equal. This is why many experienced and well-established irrigation contractors and the irrigation manufacturers will not offer to prepare a design when they know other contractors, or manufacturers will be preparing designs.

Irrigation designer/consultant

- / A generic design will most likely be produced that allows the customer to choose which irrigation manufacturer they wish to use. The customer may wish to utilise the products of a specific manufacturer, which is sometimes the case, particularly if they have a good working knowledge and experience with that manufacturer and the personnel who represent them.
- / A design consultation process will decide what are the design parameters.
- / They will bring with them knowledge, experience and design philosophies from other designs prepared for similar styles of golf course in similar climates.
- / A full tender package including scaled plans, specifications and bills of quantity will enable the customer to obtain like-for-like quotations/tenders from chosen contractors. Competitive tendering will also allow for competitive comparable pricing.
- / There is an upfront cost very much like engaging an architect in the building world. Once the irrigation design

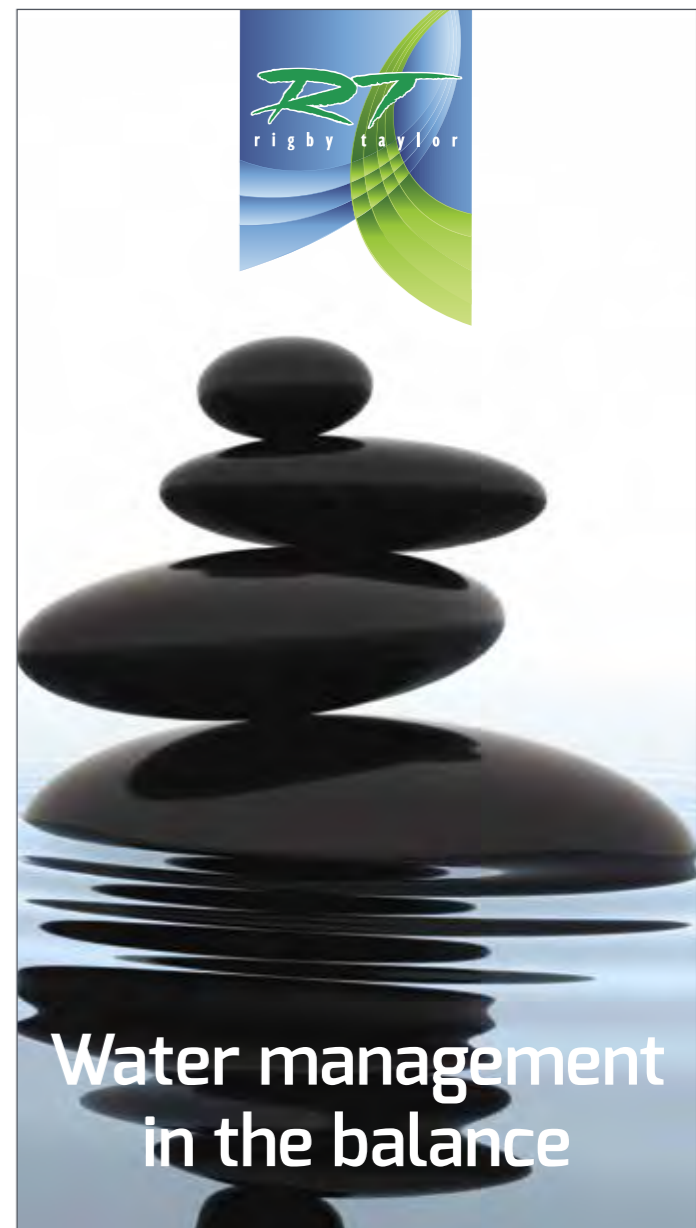
is finalised, and all the necessary hydraulic calculations (friction losses, pump duties etc) and electrical calculations (central control system etc) have been carefully and diligently undertaken, the quantity of materials and labour required can be calculated. This will then enable accurate budgets to be prepared from which the financial planning, to allow for implementation of the scheme as designed, can be decided.

The procurement of a new irrigation system should be viewed as a long-term relationship with the irrigation manufacturer, contractor and designer. Therefore choosing the team (manufacturer, contractor and designer) who you feel have the necessary experience and can deliver a quality service is extremely important. Following up on references of previous customers/clients and visiting ongoing projects, which may currently be in the installation phase or who have recently completed the installation, is extremely important when choosing the team. When deciding upon the team you wish to be involved, price should certainly not be the over-riding factor as the investment into an irrigation system must be viewed over a 20-25+ year term.

I hope that whatever the condition of your irrigation system, that it manages to see you through the forthcoming climatic conditions the summer of 2021 will bring. Please remember that within the irrigation industry there is always help and a wealth of experience at hand through manufacturers, contractors and designers so please do not suffer in silence. Wishing you all an enjoyable season.

Continue the conversation:

For more information visit irrigationconsultants.co.uk or email adrian.mortram@irrigationconsultants.co.uk



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Adrian Mortram Associates (AMA)

Adrian Mortram is managing director of Adrian Mortram Associates (AMA), who are golf course and sports turf irrigation design consultants based in the UK. He is privileged to have worked at many prestigious golf courses throughout the UK and Ireland and has undertaken numerous education sessions for BIGGA both at regional and national level. In his spare time Adrian leads an active life having mountaineered on six of the seven continents as well as having visited the Arctic and Antarctic.

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W: www.irrigationconsultants.co.uk

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TORO | TORO IRRIGATION HELPS ROYAL ST GEORGE'S THROUGH DROUGHT



After: The course after having benefitted from a year of precise and accurate Toro irrigation.

Before: The course at Royal St George's Golf Club.

Having begun its relationship with Toro with a fleet deal in 2013, Royal St George's Golf Club in Kent has continued to trust in the brand, becoming a Toro Total Solutions customer with the installation of new irrigation in 2018 and leasing further machinery in 2019.

And the club, which is the host of The Open in 2021, has had its faith in the brand pay off, particularly when it comes to Toro irrigation that has helped the course navigate a series of droughts in the last three years.

Course Manager Paul Larsen explained: "We've had nothing but drought since the new irrigation system was installed in 2018, so it's been very hard work to keep the

“The training has meant we've become self-sufficient and can now carry out small projects and adjustments ourselves,

standard of the course high and Toro has been instrumental in helping us through that.

"We had Toro Lynx Central Control System and over a thousand sprinklers installed across the greens, tees and fairways in 2018. The flexibility of the sprinklers and precision of Lynx control has meant that we've been able to target our irrigation to the surfaces that needed it most

and conserve water through a series of very dry and hot summers."

It's this precision that was the main reason for the upgrade in 2018. "We wanted to get to the next level with our irrigation, so that meant getting a system on board that utilised innovative technology," said Paul. "Being able to control water in millimetres with Lynx control and change the trajectory on the sprinkler heads from 15 to 25 degrees depending on the wind is fantastic."

With The Open now looming, it's testament to the quality of course maintenance that getting the course ready is "business as usual".

"We haven't changed how we maintain the course in the run up to The Open because we are always maintaining it to the highest standards for our members," said Paul. "With the irrigation, we have set moisture levels that we want to achieve throughout

the year, and with Toro we can see how close we are to those levels and apply the correct amount of irrigation in the right places to achieve that."

The quality of Toro products has certainly played a part in the excellent maintenance of the course, as has the backup, training and support from Reesink Turfcare.

"Reesink has been brilliant throughout the whole process," said Paul. "I find that it's easier to learn a product and get the most out of it when you're dealing with the right people – and that's certainly Robert Jackson from Reesink. On the rare occasions we've had an issue, he's been able to find a solution, and the training we've had on the irrigation system has been superb."

"The training has meant we've become self-sufficient and can now carry out small projects and adjustments ourselves, for example adding extra sprinklers to some of the walkways. And it's no different with the machinery backup as well; it's all excellent," concluded Paul.

To talk to someone about Toro irrigation products and the finance options available, call Reesink Turfcare on 01480 226800.

Article brought to you by



Royal St George's has also benefitted from Toro machinery since 2013

How data-driven sub-soil monitoring can help greenkeepers survive today - and thrive tomorrow

Adam Sedgwick, Soil Scout

Greenkeeping is not a profession where cuts can be made if standards are to be maintained. If clubhouse revenues from restaurants, stores, and memberships continue to fall, smaller greenkeeping teams will have to work longer hours just to maintain the standards they have.

Cuts are a real threat – teams will be forced to do more with less – and still have to tackle sustainability targets brought on by climate change and water scarcity. The key – as always – is buried underground.

Manual sampling gives an

understanding of what's needed for a safe, durable, and high-performing surface for players, but an understaffed team will find it difficult to achieve high sample consistency over a large area.

Instead of going out to collect data, permanently positioned sub-soil monitoring systems can stream readings from multiple key locations across golf courses in real-time, collecting all the information needed to make a real-time assessment on where to allocate time and resources.

NINE WAYS DATA-DRIVEN SUB-SOIL MONITORING CAN HELP GREENKEEPERS TACKLE TODAY'S CHALLENGES

- 1 - Water consumption**

This is a sensitive issue in many markets. Greenkeepers with a detailed view of in-field course variation can precisely irrigate where needed according to live current levels.
- 2 - Salinity buildup**

Over irrigation can also lead to increased salinity levels, making it more challenging for plants to take up moisture. Sub-soil salinity data gives greenkeepers the opportunity to proactively alleviate this potential issue, such as with the inclusion of salt-resistant grass varieties.
- 3 - Optimal nutrient usage**

More precise irrigation will lead to reduced fertiliser leaching by preventing overwatering.

Real-time soil temperature data will also help greenkeepers decide when to best apply fertiliser products to ensure better plant uptake.
- 4 - Proactive agronomic turf improvement**

When data is streamed from across a course in real-time, proactive agronomic turf improvement can be achieved as predictions can be made for plant nutrient and moisture requirements. This will also help reduce disease incidence as peak turf disease activity can be forecasted.
- 5 - Black layer**

Saturated soils with low oxygen levels are prime black thatch locations, so accurate aeration and top dressing regimes are essential. Permanently positioned underground soil monitoring devices will allow greenkeepers to ensure their surfaces are supported by optimal sub-soil conditions.
- 6 - Maintenance efficiency**

A true understanding of how to smartly allocate time and resources will improve work efficiency in maintenance, reduce labour costs, and allow you to devote more time to proactive turf development.
- 7 - Optimal irrigation and sub-surface air system usage**

Real-time sub-soil data can be used to automate irrigation and sub-surface air systems, thus providing more accurate and timely usage and potential labour-saving benefits.
- 8 - Justifying expenditure**

A data-driven way of working leads to an evidence-based approach to management that can be used to justify the applications of costly resources.
- 9 - Energy efficiency**

Underground soil sensors can also lead to reduced energy consumption. By optimising irrigation, you can reduce pumping time and consume less energy. Better management practices can reduce the number of above surface operations, including mowing, aeration, and the application of fertilisers and pesticides.

Finally...

Data-driven sports turf management is a real option for greenkeeping teams looking for ways to adapt to today's world. Yet it is not a compromise. Instead of reacting to changes, a golf course that has collected several years of historical data can proactively work towards even greater efficiencies and improvements that will compound with each new year.

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SOIL SCOUT

THE ELITE STANDARD OF GREEN MOWING



The new Eclipse 360 ELiTE from Jacobsen has been designed to combine the next generation of ELiTE lithium-ion batteries with a signature cut that has been trusted for a century.

ELiTE batteries have powered E-Z-GO vehicles for over 15 million hours, and the Eclipse 360 ELiTE has adopted that technology to make a mower that can cut more than 50 greens on a single charge.

Noise during operation is reduced to virtual silence, meaning the machine can cut anywhere early in the morning without disruption. The significant reduction in noise pollution is combined with zero air pollution with the all-electric model, while fuel consumption is reduced when cutting with the diesel hybrid.

Jacobsen has a decade's worth of



The all-electric version of the Eclipse 360 has zero air pollution and is virtually silent during operation.

experience with the Eclipse range, and that has been reflected in the features of this new machine, as Jacobsen Product Trainer Rob Hayward explained: “We’ve had the Eclipse itself out now for 10 years, we’ve learnt a lot from that experience and the result is we have a great machine. There is a focus on the environmental impact of machinery now, and in golf especially, and the desire from people to use all-electric mowers is evident, and we’re happy to be able to offer the Eclipse ELiTE 360 to meet that demand.

“We’re finding that cutting about 18 to 20 large, full-size greens with travelling time in between, with 15 blade reels, groomers and rear roller brushes, uses about 30% of the charge from the battery pack. So if you work that out, we’re talking about 50 to 60 greens easily runtime on an Eclipse 360 ELiTE.

“One of the great features of the Eclipse 360 ELiTE is a programmable frequency of cut. And what we do with this is have the cylinders turning in time with the wheels. If the operator drives a little bit faster, the cylinders will increase speed, so we keep the same frequency of cut regardless of who mows. And that’s keeping a consistent cut right across the course.

“We can change this as well, and it is set behind a PIN number, so the superintendent or head greenkeeper can exactly set their frequency of cut for the day, and there is nothing the operator can do to change that. And what we do is fit a 15-blade reel in here, so if you’ve got a competition or a special day and you want an even better frequency of cut, slightly tighter but keeping the same height of cut, we can increase that frequency of cut and not reduce the mowing speeds. We’re getting around the course in a very good time but getting a better frequency of cut.”

“If you work that out, we’re talking about cutting 50 to 60 greens easily on a single charge with an Eclipse 360 ELiTE

The control using the patented frequency of clip is taken further with individual unit control that can adapt the

cutting configuration to vary wheel runs and truly eliminate triplex ring.

Attention has also been paid to the access and maintenance aspects of the machine. A swing-out centre unit has been added for quick and easy cleaning, maintenance or swapping the unit. No tools are required to swing the unit out with the removal of a lynchpin that is then used to hold the unit in the swung-out position all that is needed.

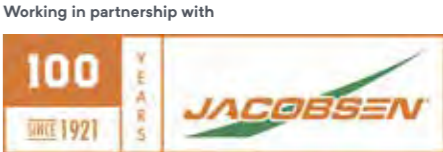
All of these changes were made following a 360-durability review that has also included the addition of new brushless lift actuators that have ten times the lifespan of the previous option.

Seven, nine, 11 or 15-blade reels are available for the Eclipse 360 ELiTE to allow for varied applications of the machine from golf greens and tees to football pitches and ornamental gardens.

To find out more about the Eclipse 360 ELiTE and book a demo visit the new Jacobsen website, jacobsen.com.



ELITE batteries have powered E-Z-GO vehicles for over 15 million hours.





FOLLOW THE SCIENCE

Independent scientific trials support claims for soil-based rootzones and topdressing materials.

STRI's Head of Research
Dr Christian Spring (left) with British
Sugar TOPSOIL's Andy Spetch
at the Bingley trial site

BIGGA Education Supporter
British Sugar TOPSOIL has, for many years, championed the use of soil-based rootzones and topdressings for golf course maintenance, citing, among other characteristics, their nutrient and moisture retention properties.

With a growing cohort of greenkeepers now regularly using soil-based products for tee, approaches and bunker construction, British Sugar TOPSOIL recently commissioned independent scientific trials to support its claims for its own products, Landscape20 topsoil and Sports&Turf topdressing.

National TOPSOIL Manager Andy Spetch believes strongly in

providing professional greenkeepers with the data, analysis and scientific opinion on which to base their decision-making.

He said: "The potential impact of making a wrong decision may prevent head greenkeepers from looking at ways of doing things differently. I am an advocate of using soil-based products for certain projects because I believe they are better suited to the increasingly extreme climatic conditions we are experiencing. I hope the trials results we present here will give greenkeepers confidence to look at alternatives to traditional sand and compost-based mixes."

THE TRIALS

Four trials were undertaken at the STRI in Bingley, West Yorkshire, during the autumn/winter of 2020, under the auspices of Head of Research Dr Christian Spring.

Each trial was run as a randomised complete block design, with each treatment replicated five times in pots measuring 11cm x 11cm x 12cm deep. Each trial compared

British Sugar TOPSOIL's Landscape20 65:35 and Sports&Turf 90:10 sand and soil mix products with the following sports growing media:
/ USGA style free-draining mix (80:20 sand: peat mix)
/ Tee's mix (70:30 sand:peat mix)
/ Sand: soil mix (80:20 sand: soil mix)
/ Clay loam soil
NB: Peat was used experimentally to ensure that

Trial A



peat-amended mixes did not have a greater nutrient reserve compared to other treatments.

Trials B, C & D were started in September 2020 in STRI's greenhouse and finished in mid-November. Trial A pots were placed in a controlled environment chamber to help facilitate the creation of moisture deficit. The trial was started in November 2020 and concluded in February 2021.

The following assessments were carried out weekly on each of the four trials: turf density; turf quality; turf colour; visual turf uniformity; turf stress; sward height; rooting length and density score.

In addition to the above assessments, Trials A (seeded drought trial) and C (seeded nutrient trial) were also assessed for grass germination (date) and rate of maturation, the latter assessed twice weekly for the first month of the trial and weekly thereafter.

Trial A: To assess water retention of Landscape20 topsoil and Sports&Turf sand: soil mix in pots when seeded

Landscape20 performed well under moisture deficit and was the optimum treatment, providing significant benefit in terms of turf density, turf quality, turf colour and visual uniformity. Although seeds sown in Landscape20 took longer to complete germination compared to other treatments, the grass matured more quickly.

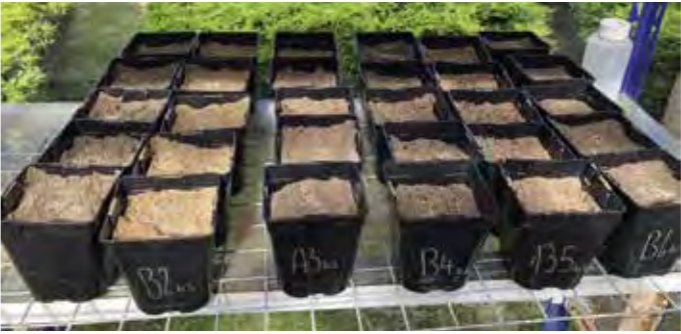
Sports&Turf tended to perform similarly to the sandier mixes in the trial, although growth tended to be somewhat slower.

STRI feedback: "When seeding in dry conditions, use of Landscape20 would offer benefits over similar materials tested in this trial."

Trial B: To assess water retention of Landscape20 topsoil and Sports&Turf sand: soil mix in pots when turfed

Landscape20 performed

Trial B



strongly as one of the optimal mixes. Turf laid on this growing medium was able to withstand moisture deficit better than on sandier materials, but it also had optimal root density, being closer to that found on the sandier rootzones.

Sports&Turf performed similarly to the comparative growing media.

STRI feedback: "It was interesting that the Landscape20 was able to bridge the differences between the sandier and heavier mixes."

Trial C: To assess nutrient retention of Landscape20 topsoil and Sports&Turf sand: soil mix in pots when seeded

This trial tested the six treatments with and without a pre-seeding fertiliser.

Both Landscape20 and Sports&Turf performed strongly in comparison to similar mixes and had visible and measurable benefits. At the end of the trial Landscape20's greater natural soil nutrient reserves resulted in less turf stress and consistently optimum growth rates throughout. In those pots without pre-seeder fertiliser,

turf grown in Landscape20 had longer rooting length than comparison treatments as a result of healthy grass growth combined with an open pore structure allowing root development.

At the end of the trial, turf grown in Sports&Turf tended to be greener and have less visible symptoms of turf stress and the longest roots compared to comparison treatments.

STRI feedback: "Nutrient differences [between all treatments] were most evident towards the end of the trial as the grass plants had put on significant biomass and had a high demand for nutrients."

Trial D: To assess nutrient retention of Landscape20 topsoil and Sports&Turf sand: soil mix in pots when turfed

Differences among treatments in this trial were less clear than when pots were seeded, due to the turf layer providing a degree of pre-existing life support network for the grass. Landscape20 and Sports&Turf tended to perform broadly similarly to other mixes.

STRI feedback:

"Landscape20 and Sports&Turf provided an effective turf bed growing media and demonstrated enhanced soil nutrient reserves."

Conclusion

These trials strengthen the understanding of British Sugar TOPSOIL products in particular and illustrate the benefits derived from using soil-based products rather than sand-based dressings and rootzones for certain applications.

When mixed with the correct sand, and with the correct maintenance programme in place, a sustainably-sourced soil-based rootzone and topdressing will deliver a good supply of valuable nutrients to sustain healthy tees, approaches and fairways while also delivering the drainage rates needed.

Both of the British Sugar TOPSOIL products tested in this trial – Landscape20, typically 65% sand:soil mix, and Sports&Turf, typically 90% sand:soil mix – demonstrated benefits for the turf grown on them in terms of their natural nutrient content and water-holding capabilities.

With the costs associated with irrigation and inorganic fertiliser constantly rising and climate change bringing its own challenges with drier springs and summers, the right choice of a rootzone and topdressing is more straightforward if we follow the science.

Continue to conversation

For more detail on these trials, contact
topsoil@britishsugar.com
www.bstopsoil.co.uk

Working in partnership with
Sports&Turf

RELIEVING COMPACTION

Compaction-related problems are common place on golf courses. Dry patch, black layer and excessive thatch and lack of root depth and density all lead to an inconsistent course surface.

Compaction reduces the air spaces between soil particles; restricting the passage of air, water, nutrients and root growth through the rootzone. The SISIS Javelin Aer-Aid 1500 machine greatly increases the speed of the aeration process by directly injecting air into the rootzone at a fast-working rate, creating thousands of fissures.

The Javelin Aer-Aid also took part in an independent trial led by Dr Christian Spring of the STRI. Over a three-month period, extensive trials were carried out, which examined the effect that the machine had on the hardness of the turf, the root depth, water infiltration and disease.

Christian reported that: "It became obvious that the Aer-Aid improved maximum root and depth within the soil profile and also had the benefit of increasing the depth of the average rooting mass."

The cam trigger mechanism ensures that the air is always expelled at the bottom of the tine penetration. "The overall result is reduced compaction and a healthier root growth. The reason for this improvement was likely to be a result of the increased air space within the soil profile created by the air injection and the fracturing that resulted from that," said Christian.

One of the things that was tested during the research was to look at the benefit of air injection on water movement into the surface. It was found that water infiltration was significantly higher with air injection compared to plots that were left untreated, as Christian reports.

"From the research work that we carried out, the Aer-Aid proved to be a very effective tool within a greenkeeper's arsenal at helping to manage the soil profile — creating better rooting, a better air/water balance water movement through the soil profile and helping to reduce compaction. As a tool to be used within an integrated turf management programme, the Aer-Aid would be useful and have significant benefits in improving

the overall long-term agronomic sustainability of the surface."

The 10mm diameter 'tipped' tines are spaced at 75mm (3ins) with depth of penetration infinitely variable to a maximum of 127mm (5ins). The air injection tines are designed to use the maximum air available from the

compressor and produce clean, fresh air. Surface disturbance is also kept to a minimum.

The STRI trial also reported benefits in reducing disease, as Christian explains: "The use of the SISIS Javelin Aer-Aid proved beneficial in helping to reduce the conditions in which Microdochium Patch significantly damages turf within golf greens occurred on the trial plots. Plots that were treated with the Aer-Aid with air injection switched on appeared to have significantly less disease than the untreated control during a significant period of disease pressure during the autumn period."

One club that has seen excellent results using the Javelin Aer-Aid is St Ives Golf Club. Rob Duff, course manager said: "To start with we used the Aer-Aid twice a month. Now, we normally use it monthly from March until the start of November.

"We had a problem with thatch in our greens because of the nature of the grass.

The turf consists of velvet bent, which is naturally thatch grass and in some

Plots that were treated with the Aer-Aid with air injection switched on appeared to have significantly less disease than the untreated control during a significant period of disease pressure during the autumn period.

places we had approximately 3 inches of thick thatch. Therefore, I decided that an aggressive solution was needed and this is why I started using the SISIS Aer-Aid.

"It's always going to be an ongoing battle because of the grass species on

the greens, so it is important that we continue to use the Aer-Aid as a preventative. It has been really good at getting the air into the surface and creating chambers for the roots. Root development has massively improved since we've been using it on a regular basis, as has the density of the sward."

"I've been impressed with its versatility; I can use it as a spiker, I can change the depths of the tines, I can use solid tines or pencil tines, I can hollow core with it and I can inject air into the profile. It can do pretty much whatever you want it to do."

Continue the conversation:

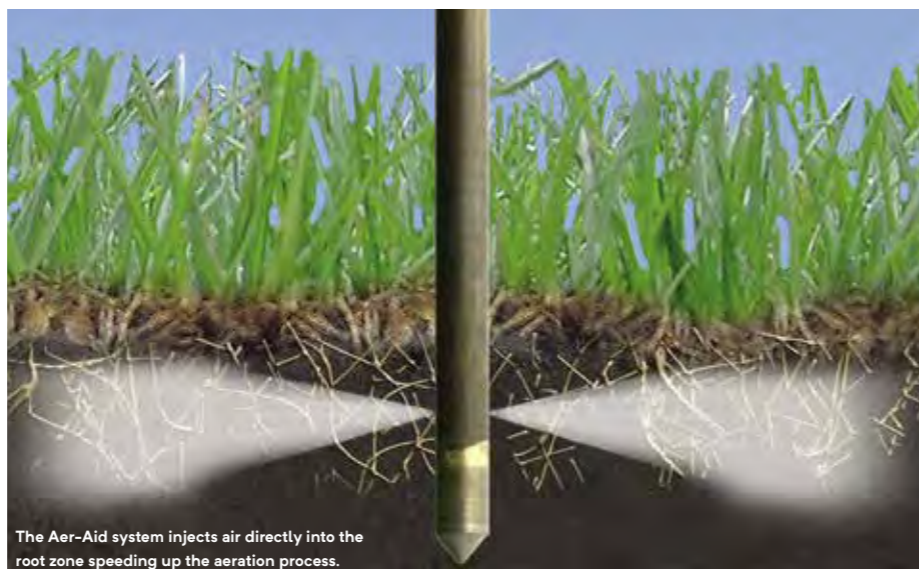
For further information please contact SISIS on 01332 824 777 or visit www.sisis.com

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St Ives Golf Club has seen a reduction of thatch on greens since using the SISIS Aer-Aid.



The Aer-Aid system injects air directly into the root zone speeding up the aeration process.

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- **Christoph Jötten, horticulturist and landscaper**



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Director of Agronomy
The San Roque Club & Turfgrass

The San Roque Club was established in 1991 and boasts two fantastic championship golf courses.
Following a significant investment, San Roque is set to become one of the best golf facilities in Europe.
The successful candidate will have the following:
/ Third level education in turfgrass management and science.
/ Proven track record managing Creeping Bentgrass and Bermudagrass to the highest level.
/ Be able to demonstrate data driven turf management decisions.

/ Knowledge of precision water management and irrigation management.
/ High standards of course quality, presentation and attention to detail.
/ A desire for personal and team development.
How to apply:
Please apply with your CV, cover letter and salary expectation: juliette@turfgrass.ie



Full-time Greenkeepers
Green Circle Leisure

Green Circle Leisure is an innovative and progressive golf and leisure operating company. We specialise in developing and operating golf courses and wider family leisure facilities across the North West.
We have two positions available for experienced golf greenkeepers at our golf clubs in the Liverpool City region.
The successful applicant will work closely with head greenkeepers at each club to assist in day-to-day maintenance. They will also have a desire to build on their technical green keeping and agronomy skills within a professional team environment.
How to apply:
Please send CV and cover letter with further detail of experience to: Bryan Joelson-Mulhall, Director of Golf bryan@greencircleleisure.com



Assistant Greenkeepers
The Royal County Down Golf Club

The Royal County Down Golf Club is recognised as one of the finest links courses with the Championship Course currently rated number one in the world.
The club is looking to recruit greenkeepers who have:
/ Previous experience with minimum NVQ Level 2 or equivalent in Sports Turf Maintenance
/ Competent working with modern machinery.
/ Have PA1.2 spraying certificates.
/ Ability to achieve a high level of attention to detail in all tasks
If you are a highly motivated, flexible, team player with a positive "can do" attitude and a passion for golf course maintenance, we would love to hear from you.
For further information please visit: www.royalcountydowndown.org
How to apply:
If interested, please send your CV and a cover letter to: recruitment@royalcountydowndown.org



Deputy Head Greenkeeper
Pennard Golf Club

We have a unique opportunity for an experienced greenkeeper to join our team. The successful candidate will need to be open minded with a proactive attitude, a good eye for detail, a strong leader with excellent man management skills and a good understanding of the game of golf.
Preferred requirements:
/ NVQ level 2/3 in greenkeeping and sports turf management
/ PA1,PA2 & PA6 spraying qualifications
/ Previous team leader/first assistant experience
/ Active CPD
Benefits:
/ Competitive salary and package.
/ Staff uniform.
/ BIGGA membership.

/ Educational support and opportunities.
How to apply:
Applicants: email a CV with a covering letter to Head Greenkeeper Ceri Llewellyn: Ceri-Llewellyn@sky.com



Assistant Greenkeeper
Royal Porthcawl Golf

Situated on the South Wales coast between Cardiff and Swansea, Royal Porthcawl Golf Club is a world-renowned classic links course, has been host venue for numerous high profile championships and now the club is recruiting for the above position.
The ideal candidate will have:
/ Minimum 3 years' greenkeeping experience
/ NVQ level 2 or equivalent
/ Spraying certificates PA1, PA2 & PA6
/ Ability to work as part of a successful team
/ An understanding of the game of golf
/ Reporting to the course manager, you will be part of the team responsible for delivering a golf course to the highest standards.
How to apply:
Applicants should send a full CV and covering letter by email to: ian.kinley@royalporthcawl.com
www.royalporthcawl.com
Closing date: 21 May 2021



Assistant Greenkeeper
Walton Heath Golf Club

The successful candidate will have:
/ A passion for their chosen career and be motivated to work to the highest standards.
/ Previous experience as assistant greenkeeper, a positive attitude, commitment to professional development and an interest in golf.
40 hours/week plus additional paid overtime. Flexibility around the needs of the business is essential.
Ideal for an individual to gain experience of a prestigious heathland site with tournaments.
Accommodation is available.
Benefits:
/ Regular overtime earning potential at time & 1/2/double time.
/ Annual bonus and salary review schemes.
/ 5% pension contribution.
/ 28 days annual leave (including bank holidays).
/ Educational opportunities.
/ Uniform & PPE.
/ Lunch on duty.
/ The opportunity to play the courses.
How to apply:
Email applications to: mmann@waltonheath.com
Closing date: 22 May 2021.



Assistant Greenkeeper
Mill Hill Golf Club

Mill Hill Golf Club is seeking to employ a qualified assistant greenkeeper to join our enthusiastic team.
The candidate will ideally be qualified to a minimum standard of:
/ Level 2 NVQ in sports turf and greenkeeping or equivalent
/ 2 years working in a similar greenkeeping role
Further qualifications are not essential but will be taken into consideration as part of the recruitment process.
The candidate should be:
/ Efficient, organised, professional and reliable with excellent attention to detail
/ Have a positive, flexible approach to work
/ Able to build and maintain professional relationships with staff and members
How to apply:
To apply please send your CV to Lee Cox, Head Greenkeeper: l.cox15@icloud.com.
Closing date 31 May 2021



Golf Machinery Mechanic
The Royal County Down Golf Club

The Royal County Down Golf Club is recognised as one of the finest links courses, with the Championship Course currently rated number one in the world.
The club is looking to recruit a mechanic who will be responsible for managing the workshop.
The successful candidate will have experience maintaining and servicing machinery equipment, along with keeping detailed records, diagnosing and repairing mechanical hydraulic and electrical faults, operating cylinder-grinders and setting-up fine turf cutting units.
Previous golf course mechanic experience essential.
If you are a highly motivated, flexible, team player with a positive "can do" attitude we would love to hear from you.
For more information visit: www.royalcountydowndown.org
If interested, please send your CV and a cover letter to: recruitment@royalcountydowndown.org



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1948 - 1950

HISTORY OF GREENKEEPERS' ASSOCIATIONS

1948

For the first time, a recommended salary was issued by the British Golf Greenkeepers Association (BGGa) for head greenkeepers.

For 18 holes with accommodation, the recommendation was £6-10/- to £8 per week. In those days the vast majority of clubs supplied living accommodation.

It was also decided that BGGa should write to every golf club in England, Ireland and Wales, appealing for funds. This was one idea to make up for the loss of support from the News of the World, whose three-year guarantee of financial assistance had ended.

The BGGa was eternally grateful to the News of the World for its assistance, however it was now time for the association to make its own way and the appeal to clubs was a first step in an effort to raise funds.

Sometime between October 1948 and May 1949,

Mr A G Whitall died. Whitall had been chairman of the association from 1935 until his death.

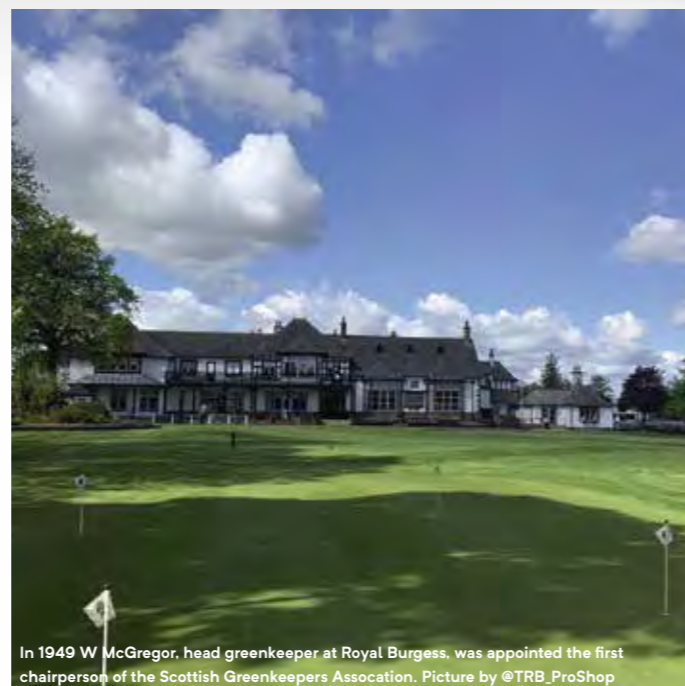
From the Scottish Golf Greenkeepers Association (SGGA) minutes of 1948, a letter was received from Mr Johnstone of Dumfries, informing the executive that the greenkeepers in that area intended to form their own association, however there is no further mention of this.

At the SGGA AGM in October, Mr Ritchie proposed that the SGGA should amalgamate with BGGa, but this was defeated.

1949

During this year the BGGa's Northern Section raised points on the running of the association that they disagreed with. Some members of the section had suggested leaving BGGa to form their own associations.

Finances were improving as the appeal made to clubs had brought in £215-0-6d — not a lot when divided by the number of clubs in



In 1949 W McGregor, head greenkeeper at Royal Burgess, was appointed the first chairperson of the Scottish Greenkeepers Association. Picture by @TRB_ProShop

England and Wales. Also, a Derby sweep held during the year had realised a sum of £330-12/4d.

A Northern Ireland section was formed, a year after an Irish section came into being, so it would appear that while some were not too happy with the association, others were still keen to join.

The question of amalgamating with the groundsmen's association was raised and discussed but as usual nothing came of it.

Mr W McGregor, the head greenkeeper at Royal Burgess was elected the first chairman of SGGA.

A new section was formed

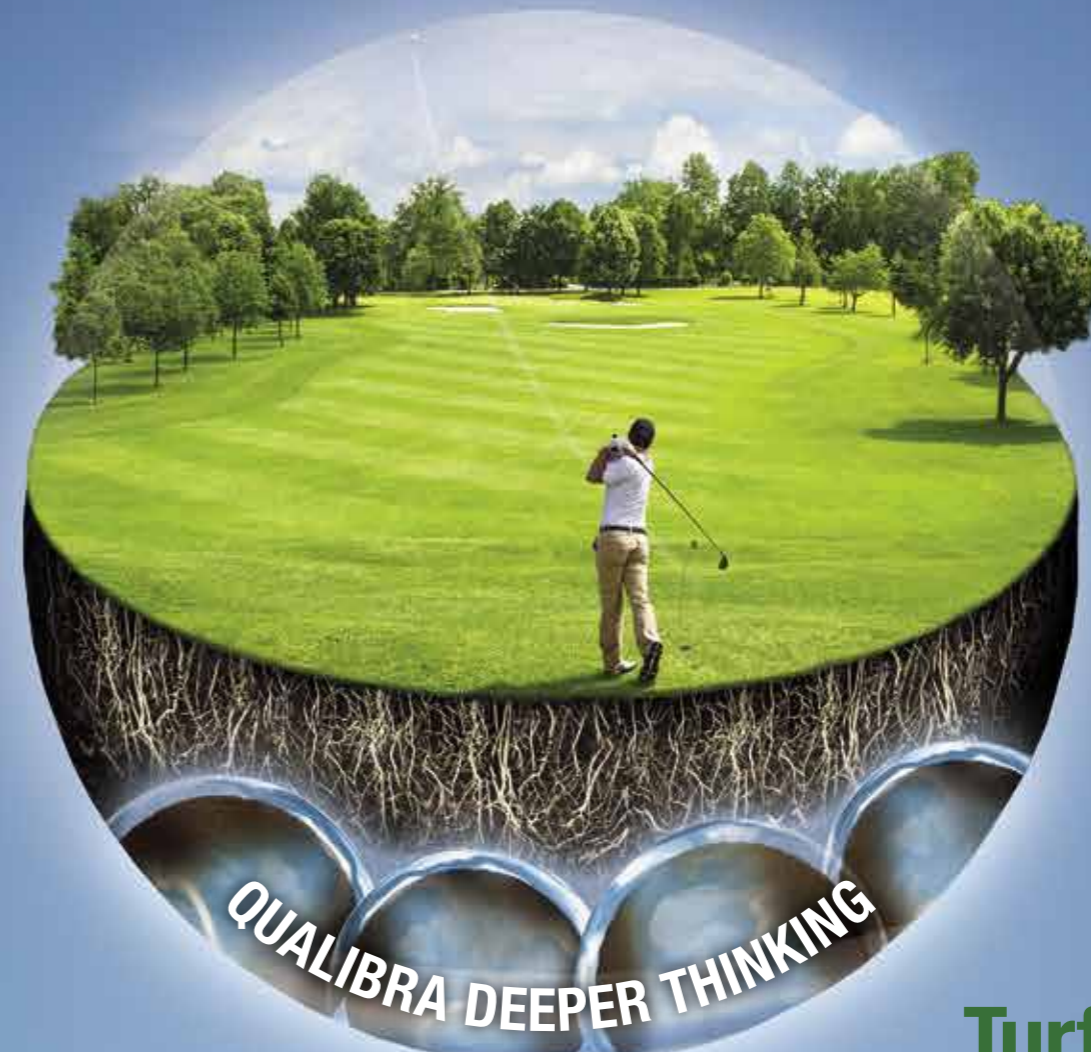
to cover the area north of the Tay, to be called the Midland and North East Section. Members in the north would have the option of joining this one or the East Section.

1950

A proposal by Mr McGregor was again made to change the SGGA's name to a 'superintendents' association. It was defeated again but has never truly gone away in both England and Scotland.

A decision was made that all members serving in His Majesty's Armed Forces should have free membership during their service.

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Read more about the history of greenkeepers associations on the BIGGA website

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