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Greenkeeper

International

CAUGHT IN THE ACT



How Woolley Park snared their golf course bogeyman

Lessons learned as
judge sentences
ex-member for causing
thousands of pounds of
damage to greens

Championship performances

We celebrate the
greenkeeping teams
who hosted major
events this summer

Worplesdon Golf Club

How Course Manager
Paul Robinson and the
team maintain the
club's top 100 status

Minimising leatherjackets

We speak to one of the
world's foremost
experts about how to
deter these pests



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Welcome



As this magazine was nearing its print deadline, news broke of an employment tribunal's near £14,000 award to a Scottish greenkeeper from his former golf club due to the unreasonable behaviour of the then club captain.

The judgment stated that "no reasonable employer would have treated an employee with such contempt and utter disregard", while the tribunal heard that there was a "culture of bullying and harassment".

In the judgment the club captain is named and, I hope, suitably shamed. This type of behaviour is unacceptable and needs to be stamped out wherever it is found.

I know of many clubs that have done an excellent job of ensuring volunteer officials behave appropriately. Very often individuals are well meaning but unqualified or ill-equipped to engage properly with golf club staff and this can be rectified with training, codes of conduct and good governance.

However, all of us know of cases where inappropriate behaviour goes unchecked, usually where strong management is not in place.



Chief Executive Jim Croxton

Sadly some clubs prioritise the individual member rather than the member of staff.

I have said for a while that it may well take the public humiliation of a club volunteer to be a catalyst for progress in this area so, while our sympathies go to the greenkeeper in question, we must use this judgment to our advantage.

As I have mentioned before we at BIGGA are engaged in discussions with the governing bodies of the sport to find ways to prevent individual golf club members from treating any members of staff inappropriately. We have definitely been making progress in this area, not least because there is now a much stronger appreciation that the people employed in golf

facilities are absolutely fundamental to the future health of golf. I hope this recent judgment will add impetus to progress, to the point where golf clubs are compelled by the sport (on top of employment law) to commit to a proper code of conduct as to how members of staff across the facility are treated. Situations like the recent case shame our sport, it is hard enough attracting people to the profession without the added problem of bullying and harassment.

Elsewhere and November has traditionally been conference season in our industry. I am looking forward to getting out and about to some regional and national events this month. Online learning has been a valuable resource over the last couple of years but I know many of you are looking forward to networking and learning in a physical environment again. We remain conscious of the pandemic and the safety measures that entails, but I look forward to reconnecting with many members around the country this month and, of course, very many of you at BTME in January.

WHAT'S INSIDE...

Editor's Notes

Greenkeeper International editor, Karl Hansell



Scrolling social media today and I've seen yet another golf club whose greens have been destroyed by vandals. I can't imagine how upsetting it must be for the greenkeeping team.

In many ways I understand why golf clubs are targeted. The economy is devastating at the moment and there are people who are faced with zero prospects and a lifetime of poverty. Golf has a perception — rightly or wrongly — as being the playground of the affluent and when the disenfranchised lash out, golf clubs are an easy target.

Woolley Park was targeted over the past year, but by someone who really should have known better. Glen Newton was a former member of the club and after having his membership revoked, he chose to seek revenge by spreading weedkiller on the green. He damaged the playing surface not just for the greenkeepers but also ruined the experience of the club's golfers, who pay good money to join the club. Ironically, through his act of vandalism he justified the revocation of his membership!

Thankfully the Woolley Park team were able to put measures in place to catch Glen in the act, which led to him being brought to justice and ordered to pay the club compensation.

The Woolley Park story is a really interesting look at how one golf club defeated its own personal bogeyman, but there are so many other clubs that have encountered similar problems. Woolley Park has now built capital investment in security into its annual machinery budget and when you consider the prospective loss to a business due to vandalism or theft, the upfront cost is almost certainly worthwhile. The days are getting darker and with it comes more opportunities for criminals to cause significant damage. Make sure you act now to ensure that your club doesn't become the next victim.

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BIGGA Awards 2022

Nominations are now open for the 2022 BIGGA Awards and there's some incredible prizes up for grabs. Scan the QR code for everything you need to know.



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:



Craig Haldane

Gleneagles' Craig will be speaking at three Regional Conferences in November. For a preview, see his feature on page 6.



Sally Duffin

Did you know what you eat can effect how well you sleep? Friend of GI and nutritionist Sally Duffin tells us more.



Laurence Pithie

Effective leadership makes Worplesdon one of the best run clubs in the country. Laurence stopped by to learn more.



Pat Vittum

Pat is one of the world's leading experts on turf entomology, with expert knowledge of leatherjackets and chafer grubs.

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

Solheim Cup memories

Why success depends upon building a fantastic team

Craig Haldane, golf courses manager, The Gleneagles Hotel



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

In September the Solheim Cup saw another resounding victory for Europe's talented team, with a 15-13 scoreline at Inverness Golf Club meaning they retained the trophy won two years ago at Gleneagles.

For Craig Haldane, it will have brought back incredible memories of the 2019 event and in this feature he explains how you manage a massive team of staff and volunteers, all working towards one goal.

I moved into the role of courses manager at Gleneagles 15 months before the Solheim Cup was hosted. Although that may seem like quite a long time, preparations were already well under way. What a lot of people don't know about the Solheim Cup is that we kept all three golf courses open for play that

If you are invisible all week, you can't inspire, share and deliver

week. The PGA Centenary was hosting the Solheim Cup, the King's was hosting the Junior Cup and the Queen's stayed open for our members, hotel residents and guests. For that reason, we needed to think about manpower. In August 2018, the PGA course hosted the European Amateur Team Championship, so that was a good practice run for running team events. I had plenty of experience with tournaments but they were full-scale tour events rather than team events, which are different scenarios.

The summer of 2018 was very dry, which exposed us to a lot of challenges, but it also flagged our shortfalls, such as the irrigation system and the coverage it offered. This allowed us to fix things ready for winter and upcoming play. I wasn't so concerned over the actual running of the tournament. My biggest issue was ensuring we had the right number and quality of people on the team. Scheduling to get all three golf courses covered every single day of championship week took a lot of planning and a lot of all-nighters to work everything out! We had spreadsheets galore and had so many action plans in case of weather, because every eventuality had to be covered. When we realised we were keeping all three golf courses open, we put out an advert through BIGGA and social



At the Solheim Cup Craig was keen to work with female greenkeepers and welcomed volunteers from all over the country, including BIGGA's Tracey Maddison

media. We received an influx of applications and then we sifted through them. One hundred and fifty people applied for the opportunity so it was difficult to draw the line and say no to people. We went through a sorting process and we worked out who had the skill sets to do what we needed to do. We slowly got to a position where we had a team of 50 signed on and a team of 20 on the standby list. By February 2019, I knew who the team was and that was when the fun began. Then the process began of integrating them into our team. Firstly, I memorised everyone's name and surname. I knew my team, of course, but wanted to make sure all of those team members joining us felt welcome and very much part of our One Team ethos. We arranged a welcome BBQ for everyone, which gave them the opportunity to meet and make some connections. My full-time team assisted me with delivering the

required training, which included health and safety on the site and then the training on the machines. At your usual club, you get used to the same equipment and you forget what it's like to use new machines. We partnered all

volunteers up with a full-time member of the team, so they had a level of comfort that all would be ok during the week. As you would expect in Scotland in September, the weather played its part. Most of August was quite wet, probably

the worst we've had. Then in the first week of September, it didn't stop raining and we were even squeegeeing fairways. By then, practice rounds had kicked off on the King's and the PGA, so we were just trying to keep the courses afloat. >>



The impressive grandstand at the first tee



Aurelie Morandin



Some of the volunteers relax in the Gleneagles Bothy

LOOK OUT
FOR MORE
FROM CRAIG

You can hear more from
Craig at the following
BIGGA events
throughout November:

**BIGGA South West &
South Wales Regional
Conference**

/ Somerset County
Cricket Ground
/ 10 November 2021

**BIGGA Central England
Regional Conference**

/ Woburn Golf Club
/ 11 November 2021

**BIGGA Scotland Annual
Conference**

/ DoubleTree by Hilton
Hotel Dunblane
Hydro
/ 16 November 2021

Head to the What's On
section of the BIGGA
website for more
information.



Laura Campbell of Gleneagles and volunteer Amanda Dorans hand mow greens

Then it started to dry up
and started getting windy by
Wednesday. By Friday we
were still hand mowing a few
fairways that were too wet, but
the weather on Friday was just
unbelievable. The players
teed off to a spectacular day. I
was in brilliant spirits because
I was so excited for the team.
They'd worked so hard and it
was so nice to have a break
and be able to showcase what
the team had produced. All
the hard work paid off.

When it came to tackling
the wet weather, it was a case
of pulling the team together

**Your
smartest
move is to listen,
trust and empower**

and hatching a plan. As
leaders, sometimes we can
take too much ownership and
want to decide on everything.
When you start asking the
right questions and actively
listening to the team, you
quickly realise you have years
of experience on the ground
and that your smartest move is

to listen, trust and empower.
The rest takes care of itself
and that is exactly what
we did.

It was our aim to ensure all
volunteers, as well as our
full-time team of colleagues,
had a memory to take home
with them. We wanted
everyone coming to
Gleneagles to have a great
experience, so that was our
focal point. We considered
every aspect of engagement
so that we could show them
how much we valued them
every single day.

We wanted volunteers to
feel 100% part of the unit and
aimed to avoid any feelings of
being an 'extra'. This involved a
lot of personal time and quality
time. If you are invisible all
week, you can't inspire, share
and deliver, end of. So, we had
a team ready to meet them in
person no matter what time of
day or night they arrived. I
know how much this was
appreciated and simply being
available means those around
you feel at ease and welcome
at all times.

I think everyone bought
into that culture; it's very
much about inclusion,
teamwork, integrity and
passion for the job.

Continue the conversation:

Craig Haldane is on Twitter
at @haldane_craig



Tiffany Mills of Ryston Park on a fairway mower

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ACROSS THE BOARD

Colin Webber | BIGGA President | Portmore Golf Centre

This column will be my final one as BIGGA President and I have to say, there are no words to describe the experience I have had.

I never imagined I would be put forward for this honour, but I have loved the whole experience.

What I love about this association is that even after 30 years as a member, I am still making friendships and meeting new people. Dave Everett was one of the guys I met in the early days and so it was heartbreaking to attend his funeral during October.

Dave was one of the most naturally funny people I have ever met. In the early days of Harrogate Dave would entertain everyone on the bus up from Devon and Cornwall. He was such a great storyteller and when we were out in an evening he would be on the dancefloor on his own for hours, so much so we'd call him Disco Dave.

The good times that people share are what makes this industry so special. I've been going to Harrogate for 30 years and I've never seen anything but absolute respect from everyone there.

That's what has made this presidency such an honour. I have made so many great memories and to represent all my dear friends in the industry has been a great experience that I will miss dearly.

As I look forward to BTME 2022, I'm looking at the Continue to Learn programme and choosing what education



to undertake, because even at my age there's still so much that I have yet to learn.

While in Harrogate I would really like to meet up with some of the people I have met as president, particularly the finalists from the Toro Student Greenkeeper of the Year Awards. Meeting them has been the highlight of my time as president. The opportunity to talk to those students was brilliant because they are so passionate and I would listen to them having the same conversations we had 25 years ago, debating what is the best way to do a particular job.

Seeing their passion is a real credit to the people they are working with. That's not necessarily the course manager, it could also be the old boy who's been there 50 years and is still in love with his job; inspiration comes from so many different places.

As there has been no BTME

for a couple of years, it's going to take an effort from us all to get this ball rolling again. Social media may give the impression of connectivity, but there's nothing to compare with meeting up in Harrogate and the lifetime of memories that can spark, so I hope to see you there.

I hope BIGGA never loses its way as far as maintaining that ability for networking and education, as the two go hand-in-hand.

At Portmore we are celebrating after being awarded a gold medal in Britain in Bloom's business, tourism and leisure category for the South West, despite not having a single hanging basket! Britain in Bloom is focussing more on sustainability and they were impressed by the work we are doing. The judge said she'd never come across a business that's carbon negative! We

entered this competition to try and show the rest of the world what golf is doing for the environment. Three per cent of the population play golf whereas it would be nearer to 50 per cent who love their gardening, so I saw this as an opportunity to highlight what we were doing and I would urge other clubs to do the same thing. We are the last generation that can make a difference and it's time to stop talking and just get on with it.

I hope this current chronic labour situation gets sorted out. I can see robotic equipment is going to make a difference. The new generation of robots that are due to be launched next year will cut up to 12 acres of fine turf and 18 acres of semi-rough each. They have the ability to work at night and they can present in the way traditional mowing would.

It's great to see SafeGolf, women in golf, equality and improved working conditions all being woven into the policies of golf clubs and there's a real sense that conditions are improving. Long may this continue.

Before I go, I need to thank the guys that I work with and my family for their support and for allowing me the time to carry out the president's role. It's also been great working with Jim Croxton, Scott Reeves, Chris Sheehan, Gordon Moir and the BIGGA team over the last three years and I wish you all the very best for the future.

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.

What is BTME? A Beginner's Guide



BTME is an opportunity for BIGGA members to get together on a national scale. Each year around 5,000 people come from all over the United Kingdom, Europe and further afield for what many consider to be one of the most important events on the greenkeeping calendar.



Where to go

The Harrogate Convention Centre is one of the town's largest buildings — it needs to be if we're fitting the entire greenkeeping industry inside!

If you're arriving by car, the convention centre has its own car park with around 158 spaces, including availability for Blue Badge holders. But with BTME being such a huge event, this is likely to be busy and the Jubilee and Victoria car parks are just a few minutes' walk from the convention centre.

When you arrive at BTME, the correct entrance to use is Entrance 1, which is located on King's Road.

If you'd like more information, we recommend you download the what3words app to your smartphone. The front doors to BTME are located at ///dame.pretty.pass.

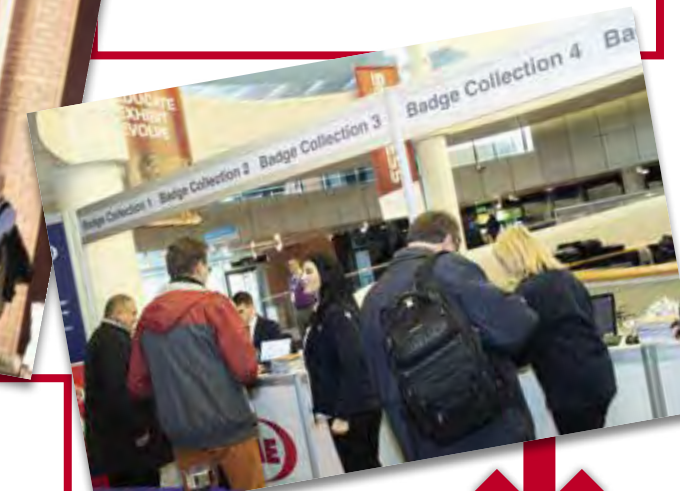


Arriving at BTME

When you arrive at BTME, you'll be greeted by a member of the team at the welcome desk. We recommend you register for the event in advance as this will help you skip the queues and get quicker entry to BTME.

Our team will help you with any questions you have and then you'll head through and that's it, you're in!

If you're not sure what to wear, just remember that you're representing your golf club at a professional event, so golfwear or smart casualwear is appropriate.



Walking around the halls is pretty intimidating, but don't worry

Everyone was new to BTME at one point and we've all walked into one of the exhibition halls and been a little nervous about how much is going on. But don't worry and remember that everyone is there to help you — whether that's a BIGGA staff member who you'll be able to identify by our branded blue jumpers or someone who is working on a stand.

One way to maximise your experience at BTME is to take a moment to familiarise yourself with the layout of the exhibition by using the map that you'll be given when you arrive. Look down the list of exhibitors and pick some that you'd like to talk to. You can even do this in advance of your visit by heading to the BTME website and checking out the exhibitor directory.

What to do next

When you arrive at BTME you'll have a choice of where to go next. There's an escalator on the left that takes you down to the Blue Zone, you can head straight forwards into the Green Zone or head up to the right, where you'll find the Purple Zone. Don't worry, you can wander freely around the exhibition, including heading through to the Red Zone, so if you choose one direction, you'll still get to see the entire exhibition.

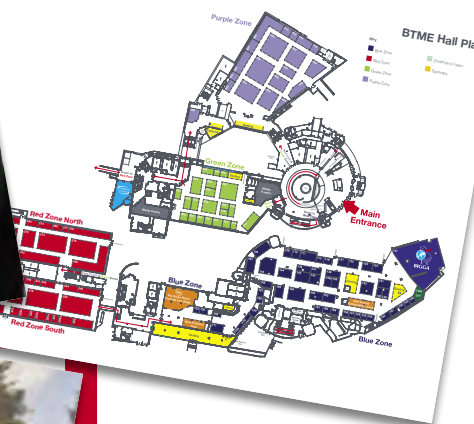
Come say hello at the BIGGA stand

If you head down into the Blue Zone, a good place to find out more about BTME and familiarise yourself with the event is the BIGGA stand. On the stand there will be some familiar faces from BIGGA, such as your regional representative and the HQ team, who are on hand to help you out with anything you need.

The BIGGA stand is a busy place throughout the exhibition, but come say hello as we'd love to sit down and have a chat about your BIGGA membership and what we can do to help you out.

While you're at the BIGGA stand, it's also a fantastic opportunity to find out more about all the great benefits that come with your BIGGA membership.

Joining the BIGGA team on the stand will be some of our health and wellbeing partners in the Your Health Matters area. If you're interested in finding out more about formal qualifications to develop your career, there'll also be education providers in the Education Hub.



Remember we are here to support you when you need us

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graemetaylor@citation.co.uk

Greenkeepers Legal Assistance
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Lifestyle Counselling
0333 000 2082

Human Resources
0845 646 1332
bigga@hrservicescotland.co.uk

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Is it OK to shake hands?

As with many things relating to COVID-19 at present, that's down to personal choice. If you're uncomfortable with physical contact at the moment, just make it known that you'd rather not shake hands and everyone will understand.

COVID-19 regulations

At present, the UK Government has left the implementation of COVID-19 regulations to the organisers of large events. We're working in consultation with the venue and our team of events experts to work out what COVID regulations we feel will be necessary and we'll update attendees with more information if restrictions change or we opt to implement certain measures.

What can I do now?

With two months to go until BTME, now's the time to begin familiarising yourself with everything that's happening.

If you're interested in Continue to Learn, places are limited for the Classes so act fast as they will sell out. Places at the Conference are unlimited and the Seminars are first-come, first served on the day, with over 120 seats available.

We're also looking for nominations for the BIGGA Awards in the categories of Championship Performance sponsored by Origin Amenity Solutions, Greenkeeping Project sponsored by Baroness and Outstanding Contribution sponsored by Bernhard and Company. Head to the BIGGA website to get involved.

Lastly, let everyone know you're coming on social media by using the hashtag #BTME2022!



What about the social side?

BTME is famed as much for the social side of the Harrogate experience as it is for the exhibition itself.

The **BIGGA Welcome Celebration** is a really great place to start, whether it's your first time at BTME or you've been coming for years. The Welcome Celebration takes place in the Harrogate Convention Centre's Main Auditorium, close to Entrance 1, at 5.30pm on Tuesday and you're invited to join us for a free drink and a look back at the past year as we recognise Life Members, CPD achievers and reveal the winners of the BIGGA Awards.

The Welcome Celebration is an informal event so there's no dress code and you don't have to be invited — everyone is welcome!



Where can I stay?

We picked Harrogate because it's pretty central in the United Kingdom — it's 324 miles to Land's End and 326 miles to John O'Groats. A popular tourist town for centuries, there's plenty of affordable accommodation available for BTME visitors to reserve. We work with a company called MICE Concierge to find rooms for everyone who wants to attend BTME and there's more information on our website



What is Continue to Learn?

Continue to Learn is a massive education programme — there aren't many other careers that have access to this level of professional development. Have a look at the Continue to Learn pages of the BTME website and the brochure that you received with October's Greenkeeper International and make your choice of education that's right for you.

Continue to Learn takes place throughout the Harrogate Convention Centre, and you need to take note of where your particular Class, Seminar or Conference session is taking place. All areas are clearly marked on the site map and on our App.

Members of the BIGGA Learning & Development team will be on hand to help you with any questions you have, so make sure you arrive well in advance of your booked learning experience beginning as you don't want to be rushing or arrive when the session has already begun!



BTME

BIGGA TURF MANAGEMENT EXHIBITION

BTME IS BACK IN ITS NATURAL ENVIRONMENT

BTME: 25-27 Jan 2022 | Continue to Learn: 23-26 Jan 2022
Harrogate Convention Centre | btme.org.uk

INFORM INNOVATE INSPIRE

BIGGA
British and International
Golf Greenkeepers Association

Continue to learn

WHAT'S ON

BIGGA Central England Regional Conference

When: 8.30am - 3.30pm, 11 November 2021 | **Venue:** Woburn Golf Club, Milton Keynes, MK17 9LJ | **what3words:** ///defender.colleague.functions

Cost: £35 for members, £45 for non-members (includes hot drinks, lunch)

To book your place, please email roger@bigga.co.uk

- 9.30am:** Andy Smith, BIGGA Central England Regional Chairperson: 'Welcome'

9.35am: Kelly-Marie Clack, Origin Amenity Solutions: 'Introduction to the Turf Science and Technology Centre and what it means to the industry'

10.20am: Ged Collins, Arboricultural Consultant, Global Tree Vision: 'Surveying trees – assessing risk'

11.20am: James Hutchinson, BIGGA:
- 'A brief look at environmental management'

1pm: Henry Bechelet, ICL: 'The importance of leaf moisture management in autumn'

1.40pm: Glenn Kirby, Syngenta: 'Leatherjackets – the ongoing battle'

2.30pm: Craig Haldane, golf courses manager at The Gleneagles Hotel: 'Getting the best out of your team'



BIGGA South East Regional Conference

When: 8.30am - 3pm, 16 November 2021 | **Venue:** Ingrebourne Links Golf & Country Club, Essex, RM13 9FL | **what3words:** ///glad.spout.engine

Cost: £25 for members, £45 for non-members (includes hot drinks, lunch)

To book your place, please email john.pearson@bigga.co.uk

- 9.15am:** Andy Harding, BIGGA South East Regional Chairperson: 'Welcome and BIGGA update'

9.30am: Phil Helmn MG: 'Management styles'

10.30am: Matt Pledsted, course manager, Stoneham Golf Club: 'The Stoneham project'
- 1pm:** Ben Habgood, Surrey Wildlife Trust: 'Golf courses and biodiversity'

2pm: Glenn Kirby, technical manager UK and Ireland, Syngenta: 'Leatherjackets — the ongoing battle'

Scotland

- 1** **BIGGA Scotland Golf Industry Conference**

Date: 16 November 2021

Location: Dunblane Doubletree Hotel

Northern

- 1** **North West Section Bert Cross Memorial and AGM**

Date: 24 November

Location: West Lancashire GC
- 2** **Cleveland Section Christmas Bring a Bottle and AGM**

Date: 8 December

Location: Cleveland GC
- 3** **Yorkshire Section Golf Day and AGM**

Date: 9 December

Location: Ilkley GC
- 4** **Sheffield Section Golf Day and AGM**

Date: 10 December

Location: Waterfront Golf
- 5** **North East Section Golf Outing & AGM**

Date: 15 December

Location: Dunstanburgh Castle GC

Central England

- 1** **Central England Regional Conference**

Date: 11 November

Location: Woburn GC

South West and South Wales

- 1** **SW&SW Regional Conference**

Date: 10 November

Location: Somerset County Cricket Club
- 2** **Devon & Cornwall Turkey Trot**

Date: 8 December

Location: Royal North Devon GC
- 3** **South Coast Turkey Trot**

Date: 8 December

Location: Boundary Lakes GC
- 4** **South Wales Turkey Trot**

Date: 15 December

Location: Pyle and Kenfig GC
- 5** **South West Turkey Trot**

Date: 17 December

Location: Burnham and Berrow GC

South East

- 1** **South East Region Conference**

Date: 16 November

Location: Ingrebourne Links

National / Online

- 1** **ONLINE WEBINAR** Building the Talent Pipeline

Date: 16 November 2021

Location: Head to the BIGGA website
- 2** **ONLINE WEBINAR** Golf Course Ecology 3

Date: 18 November 2021

Location: Head to the BIGGA website
- 3** **Continue to Learn 2022**

Date: 23-26 January 2022

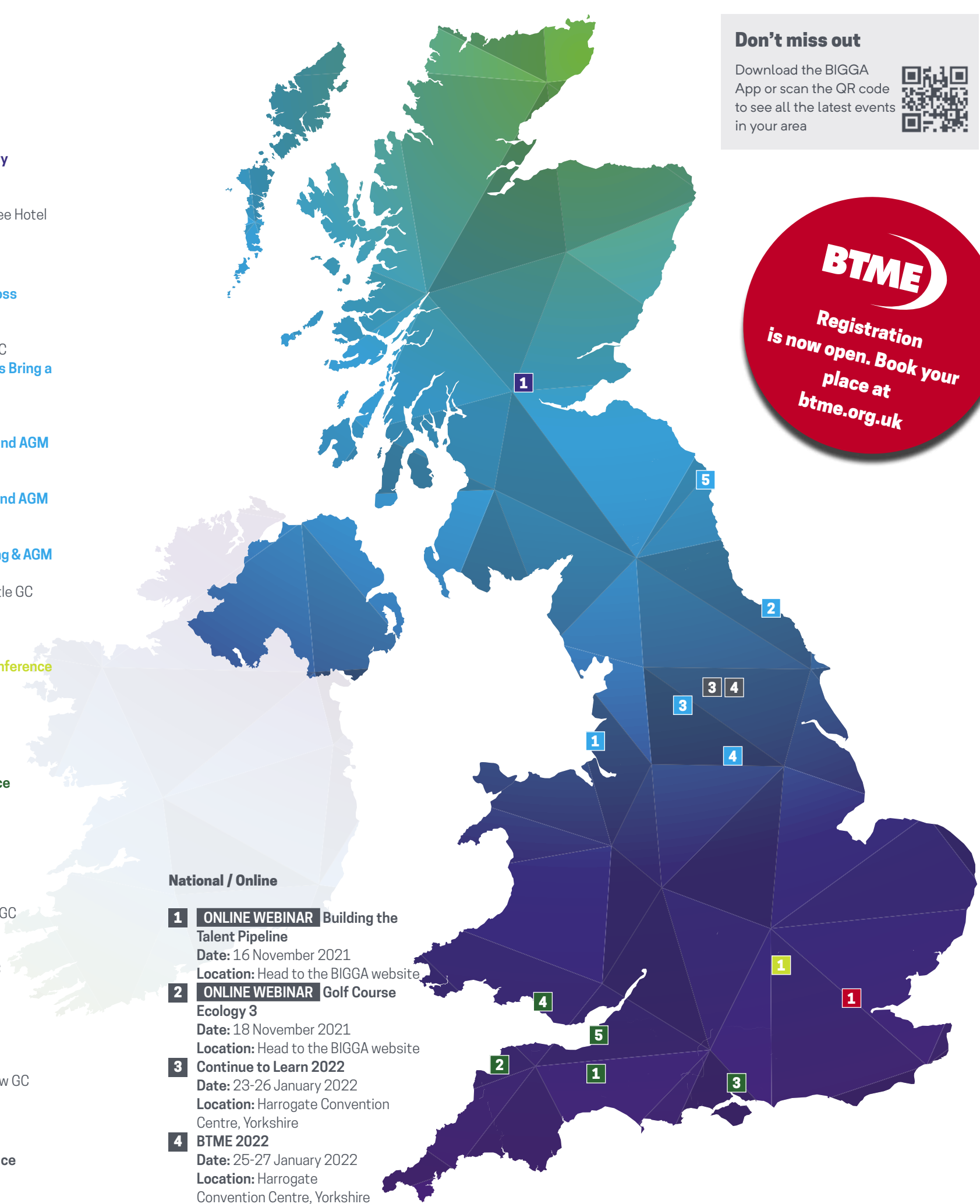
Location: Harrogate Convention Centre, Yorkshire
- 4** **BTME 2022**

Date: 25-27 January 2022

Location: Harrogate Convention Centre, Yorkshire

Don't miss out

Download the BIGGA App or scan the QR code to see all the latest events in your area




BIGGA Scotland Annual Conference 2021

DoubleTree Hilton Hotel Dunblane Hydro

When: 8.30am — 3.30pm,
16 November 2021
what3words:
///embers.meander.dumpy
Cost: £35 for members and
affiliate organisations, £70 for
non-members (includes hot drinks
and lunch)

How to book

To book a spot head
to the What's On
Section of the BIGGA
website or scan this
QR code:
Bookings close on
12 November 2021





The BIGGA Scotland Conference will take place on Tuesday 16 November at Dunblane Doubletree Hotel and there's still chance to book a ticket.

The conference is an opportunity for BIGGA Scotland members to catch up after the challenges posed by the COVID-19 pandemic of the past 18 months.

Greenkeepers at every stage of their career are invited to attend. For those who have not attended BIGGA events previously, the conference is a fantastic opportunity to find out what it's all about and to speak to some of the most influential people in the Scottish golf turf industry.



Hosted by sports broadcaster Alison Walker, the fantastic programme includes:

Dr Hui 'Eric' Chen, STRI Group
'Investing in GREEN'



Eric will discuss how the Golf Research Enterprise (GREEN) is aimed at identifying and developing solutions to the problems facing turf management professionals, both now and in the future.

Steuart Fotheringham, health & safety expert
'Health & Safety' – what's the new normal?'



Steuart asks what the implications of COVID-19 are with regards health & safety in the maintenance facility and for greenkeepers as they go about their daily duties.

Richard Windows, agronomist, The R&A and Scott Davidson, course manager at Lethamhill
'Lethamhill – what's the plan?'



The R&A's Lethamhill project in Glasgow is the first time the governing body has bought a golf course to develop. The R&A will be utilising the site to attract a new audience of potential

players to the game. Richard and Scott will discuss the project and their key roles in the re-development.

Vicki Brown, Perennial
'We are here to help'



Perennial is the UK's dedicated charity for those working in the horticulture industry, including golf greenkeepers. In this conversation with Alison Walker, Vicki will chat about the services that are available to greenkeepers, should they need some form of help. The available support is far-reaching and could make a huge difference in your life.

West Linton Golf Club management team
'COVID – how did we cope with that?'



Led by Stuart Ferguson MG, the West Linton management team will reflect on the past two years and how the club has coped with the impact of COVID-19. They will also discuss the lessons that have been learned and how these will shape club management in the future.

Craig Haldane, courses and estates manager, The Gleneagles Hotel
'Never mind what happened – let's look forward'



As course manager for the 2019 Solheim Cup at Gleneagles, Craig managed a large team of staff and volunteers and his leadership capabilities have become renowned across the greenkeeping industry. In his keynote address, Craig will provide his thoughts on how to remain positive in this mad world, for the benefit of yourself and your team.

BIGGA Scotland relaunches annual regional awards

BIGGA Scotland has revealed a major change to its regional awards, with six legendary Scottish members recognised as part of the new awards' heritage.

BIGGA Scotland has always been innovative in its ways to support members and the new awards are seen as a way of rewarding those members who most actively engage with the association. Active members help build a stronger, more resilient community that is better able to support the needs of everyone.

The Patrons Award had been long-established in Scotland and recognised the contribution, participation and ambition of members to improve their professionalism as greenkeepers. BIGGA Scotland has now re-engineered the awards in 2021 to reward the participation and engagement of individual members in geographical areas of Scotland.

Each of the six available awards are named after prominent BIGGA members who have helped the association throughout their greenkeeping career:

- / **Highlands of Scotland** — the Iain MacLeod Award
- / **North East Scotland** — the John Geddes Award
- / **Central Scotland** — the Gordon Moir Award
- / **West of Scotland** — the Stuart Taylor Award
- / **South West Scotland** — the Jim Paton Award
- / **East of Scotland** — the Steve Dixon Award

BIGGA Scotland members will gain points for attending different events of all types in line with the national CPD scheme. Points will be accumulated for attending events such as the BIGGA

Scotland Annual Conference, the Learning & Development Roadshow event, golf events and even participation in the national Learning & Development programme, including online learning.

The member with the most points at the end of the eligibility period, which runs from 1 October to 30 September each year, will be the winner of the named award in their Section.

Award winners will receive the following prizes:

- / An invitation to the awards lunch in December to receive a personalised award trophy and a certificate recognising their achievement
- / Three nights' bed and breakfast in Harrogate during BTME, a £250 Continue to Learn education voucher and a contribution towards travel expenses.

To be eligible for the awards an individual must be:

- / A current full member of the association
- / A full member for a continuous period of at least two years
- / Actively involved in the BIGGA CPD scheme

When asked if it would be OK to have this award named after me, I was taken a little by surprise but equally delighted at the same time. I feel very honoured to be thought about in the same company as many of my peers from around Scotland

Gordon Moir

This new award for each of the nominated areas of Scotland to replace the old patronage scheme is a brilliant honour and personally I am delighted to have been selected by the region. As a member I have pushed forward with the development of the association and the image of professionalism required to ensure conditions and education could be improved. Education at all levels is extremely important, but especially for younger people and this award will continue to help young greenkeepers improve their knowledge, which in turn will improve this wonderful industry. For myself, I cannot stress how proud I am to be part of that experience for them.

Stuart Taylor

- / Attending and participating in events at regional and local level
- Recipients of the award will not be eligible to receive a second award for a minimum of 10 years.
- Two other awards are part of the programme and these are available to BIGGA Scotland members at opposite ends of their careers. The Harry Diamond Award is given to the young greenkeeper of the year and offers an incredible prize of a two-year education programme, a chance to volunteer at the Mens Scottish Open, attend the STRI Research Days and other practical training opportunities. Also up for grabs is the Walter Woods Award, BIGGA Scotland's lifetime achievement award.



AROUND THE GREEN

ICL Scholars revealed for Continue to Learn 2022

National - Member Opportunity

BIGGA and our Partner ICL have revealed the five recipients of the sixth ICL Continue to Learn Scholarship ahead of the education programme's return to in-person learning in January.

The successful BIGGA members are:

- / Kevin Butler, greenkeeper, Saunton
- / Michael Gibbons, greenkeeper, Dunham Forest
- / Abigail Laker, greenkeeper, Frilford Heath
- / Michael Russell, greenkeeper, Preston
- / Jeremy Ward, head greenkeeper, Bradford Moor

In addition, the five BIGGA members who participated in the ICL Scholarship in 2021, when Continue to Learn took place entirely online, have also been invited to attend January's in-person event.

BIGGA's Sami Strutt told us: "After hosting Continue to Learn as an online event in 2021 due to COVID-19, we're thrilled to be hosting in-person learning once again. Thanks to ICL, five BIGGA members will enjoy the countless hours of personal and professional development that come with attending BTME and Continue to Learn."

To earn an ICL Continue to Learn Scholarship, BIGGA members must demonstrate a commitment to developing their own professional abilities by engaging with BIGGA's Continuing Professional



Development scheme.

The ICL Continue to Learn Scholars will receive three nights' hotel accommodation and 15 hours of training and personal development opportunities as BIGGA's world-leading education programme returns to Harrogate Convention Centre in January 2022.

Ed Carter, UK Sales and Development Manager at ICL, said: "ICL is a keen supporter of the Continue to Learn education programme as we understand that a highly-educated workforce is better able to overcome the

challenges that face the industry in the coming years, whether due to our changing climate, changing restrictions on the availability of products or simply due to the desire of golfers to enjoy better quality playing surfaces throughout the year.

"Through the ICL Continue to Learn Scholarship we are able to demonstrate this commitment to BIGGA and its members and I'm hopeful that each of the successful Scholars takes full advantage of the fantastic opportunity they have been presented with."

Bledge gets Hoylake opportunity

Northern - North West



Royal Cinque Ports course manager James Bledge will set about preparing for his first Open as a links superintendent after being appointed to the top role at Royal Liverpool.

The club, known affectionately as Hoylake, will host The Open in 2023.

James, 42, said: "I've always dreamt of being a greenkeeper, since the days when I used to lean over the stile at my local club. Never did I ever think I'd get the chance to take charge of an Open Championship. "Roll on 2023!"

Waltham

Central England

The East of England's first golf day in nearly two years was held at Waltham Windmill on Thursday 7 October.

Graham Ives and his team presented the course in excellent condition and the sponsor was FG Adamsons (John Deere).

The winners on the day were: 1st, David Smith; 2nd, Robert Bemmment; 3rd, Matt Haynes; 4th, Zane Pexman; nearest the pin, Michael Burgin; trade winner, Robert Welford.

Warrington hosts North West golf day

Northern - North West



The North West Section saw a great turn out at Warrington Golf Club with all tee spaces booked and a flurry of activity on the first tee to try and get everyone out and enjoying the day.

Thanks were extended to Warrington GC for hosting the event and to Ben Goodchild and his team for

preparing a fantastic course. Thanks also to ITS for sponsoring the day and to everyone who supported the section.

Congratulations go to Ashley Williams for winning the longest drive on the 18th. Danny Patten won nearest the pin and Rob Ainscough won the Stableford competition.

East Anglian scholars

South East - East Anglia



The East Anglian Section is pleased to announce the recipients of its Continue to Learn at BTME Scholarship.

The chosen recipients are

Lauchlan McGill

Scotland - West



Cochrane Castle's Lauchlan McGill has retired after 43 years in the role.

Hailing from a famous greenkeeping family, which once had 17 members of the extended family in the profession, 'Lachie', began his career as an apprentice at Erskine — where his dad Rab was also a greenkeeper — before joining Cochrane Castle in 1978.

Lachie told the Daily Record: "What a career I have had, out in the fresh air every day with the birds and the bees. I always knew what I would become, the careers guy said he doubted there was any future in it. I doubt he was in the same job 51 years!" "It has been a great working life and I have been overwhelmed by my send-off from the club."

Apologies: Gordon Child

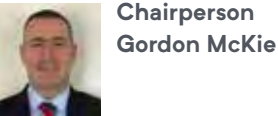
SW&SW - Devon/Cornwall

In the 'Child's Psychology' feature in October's GI we noted that Gordon Child received life membership of the association in 2011, however the correct year was 1996.

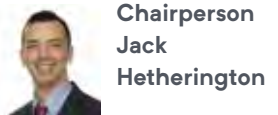
In 2011 Gordon received a Lifetime Achievement award from BIGGA, supported by The R&A.

Your Local Membership Services Team

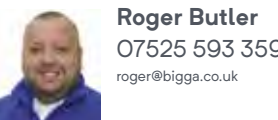
Scotland & Northern Ireland



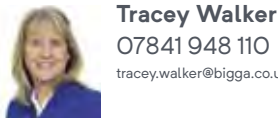
Northern



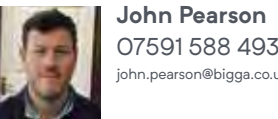
Central England



South West & South Wales



South East



Ecology & Sustainability



Welcome new members

Scotland & Northern Ireland

Jonathan Baldwin, Carrbridge, AGK; Clement Beattie, Massereene, GK; David Beaton, Fairmont St Andrews, GK; Matthew Cox, Whitecraigs, GK; Callum Hunter, Whitecraigs, GK; Callum Jackson, Crichton, FA; Douglas Kelly, Bearsden, GK; Donald MacKinnon, Askernish, DCM; Marcus Robertson, Bearsden, AGK; Allan Spalding, SRUC (Elmwood), S

Northern

Oliver Burrows, Howley Hall, AGK; Callum Dale, Chester-Le-Street, AGK; Callum Davis, Fairhaven, G; Matthew Hields, Willow Valley, HGK; Lewis Jones, Heswall, GK; Luke Marshall, ACS Distance Education, S; Joseph Phelan, Preston, GK; Adam Reeves, Preston, AGK; Peter Weatherson, Blyth, GK

Central England

Joe Corby, Ullesthorpe Court, AGK; Neil Green, Cosby, GK; Christopher Harratt, The Staffordshire, G; Daniel John Holden, Lea Marston, AGK; Daniel Johnson, Olton, DCM; Harry Kerr, Sherwood Forest, AGK; Brett Leader, Bedfordshire (The), GK; Kevan Parker, Caddington, AGK; Michael Parsons, Hollywood, GK; Liam Plant, Cosby, GK; Benjamin Ridgway, Cosby, AGK; Andrew Robinson, Northampton (Harleston Park), A; James Shield, Aldenham, APP; Jamie Southwell, Belfry (The), AGK; Archie Wathen, March, AGK

South East

Jamie Cooper, Royal Worlington & Newmarket, DHGK; Andrew Marshall, Dereham, AGK; Grant Stewart, Hartwood, GK; Jay Tregidgo, Cherry Lodge, GK; Steven Waller, West Hove, GK; Steve Willingham, Hartwood, AGK

South West & South Wales

Adam Braund, Ilfracombe, GK; Zach Burrough, Merlin, GK; Stuart Coles, Dawlish Warren, AGK; Trevor Ford, Gloucester, GK; Andy Gale, Isle of Purbeck, AGK; Anthony Harry, Carmarthen, HGK; Alex Harvey, Isle of Purbeck, AGK; Christopher Harvey, Isle of Purbeck, GK; Samantha Hill, Isle of Purbeck, AGK; William Matthewman, Bigbury, AGK; Nick Storey, Isle of Purbeck, AGK; (David) Richard Tarbuck, Cotswold Edge, AGK

International

Tina Baumgaituer, Rain Bird Europe, ED; Petter Lindblad, Visby, I; Ronan McKenna, GC Wyllyhof, I; William Salinetti III, National Golf Links, I

Orsett’s Nichols weds

South East - Essex



Ian Nichols and Victoria Elliott-Potter

The Essex Section secretary, Ian Nichols, was married on 1 October to Victoria Elliott-Potter at a small ceremony in the historic Rayleigh Windmill.

The newlyweds spent their honeymoon in Barbados, where the groom checked out the local golf course.

Congratulations were given to Ian and Victoria from all in the Essex Section.

Aberdeen

Scotland - North

On 5 October, the North Section held a golf event at Royal Aberdeen.

The Section played a Stableford on the Silverburn course with 16 people involved despite bad weather.

The Section's David Rumbles said: "The course was in fantastic condition and we would like to thank Royal Aberdeen Golf Club, Robert Patterson and Mark McLaren for the use of the course."

The winner of the event was Billy Craig with 34 points.

Training day

South East - London

George Browns at Chesham will be hosting a BIGGA training day on Wednesday 1 December.

These days have been well-received in the past, with trainees and assistants given the opportunity to freshen up their knowledge on machinery maintenance and operation.

The Section will also be hosting its annual Turkey Trot at Essendon Country Club. Contact your London committee for information.

Essex’s Turkey Trot

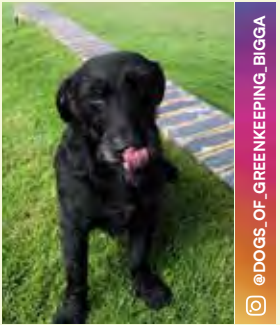
South East - Essex

Members in Essex are encouraged to book a spot on the Essex Section’s Turkey Trot and AGM, taking place at The Essex Golf and Country Club on 2 December.

Contact Andy Harding to book your place, which is priced at £25 per head. Members are encouraged to either enter as teams of four, or enter individually and you will be sorted into a team.

The price includes coffee and bacon roll on arrival and a two-course Christmas meal.

The Section's AGM will also take place on the day.



Name: Mowgli

Breed: Jackapoo

Owner: Jack Foulds

Course: Manor GC (Kingstone)

Favourite treat: Toast in the morning

Favourite spot on the course: Rough, he loves mousing

My dog’s naughtiest moment is... Tiddling up a golfers bag!

My dog is happiest when... When he finds a mouse

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

With so many offers available to BIGGA members through BIGGA Xtra Benefits it can be hard to know where to start. Take a look at this month’s exclusive offers.



Savings on your gym membership with MyGymDiscounts!

Are you thinking of starting the gym this winter? As a BIGGA member, you can save up to 25% on a membership at your chosen club, closest to wherever you live or work. Choose from a wide range of options at over 3,300 gyms, leisure centres, yoga and pilates studios and bootcamps across the UK. They also offer up to 55% off digital fitness subscriptions so you can kickstart your fitness regime from the comfort of your home*.



Catch the latest blockbusters and save money on tickets

Catch the new Bond movie, No Time to Die, with preferential rates on cinema tickets at nationwide cinemas such as ODEON and Vue*.



*Terms and conditions apply to all benefits. See website for details. Offers subject to change without notice and correct . The Cinema Society – Discounts vary between cinema venues. Please check when purchasing vouchers. registration to The Cinema Society required to access discount. Cookaway – 25% is for your first order. Going forward you can get 10% all subsequent orders with the code PH10. BIGGA Xtra Benefits is managed and run on behalf of BIGGA by Parliament Hill Ltd.

MEMBER BENEFIT



6% Discount at over 120 of the UK’s top retailers

Lifestyle vouchers offer the recipients a choice of everyday treats to make sure you feel good from within, as well as grooming essentials and winter fashion from the high-street, with over 120 of the UK’s biggest brand names.



Winter warmers sorted with meals from The Cookaway

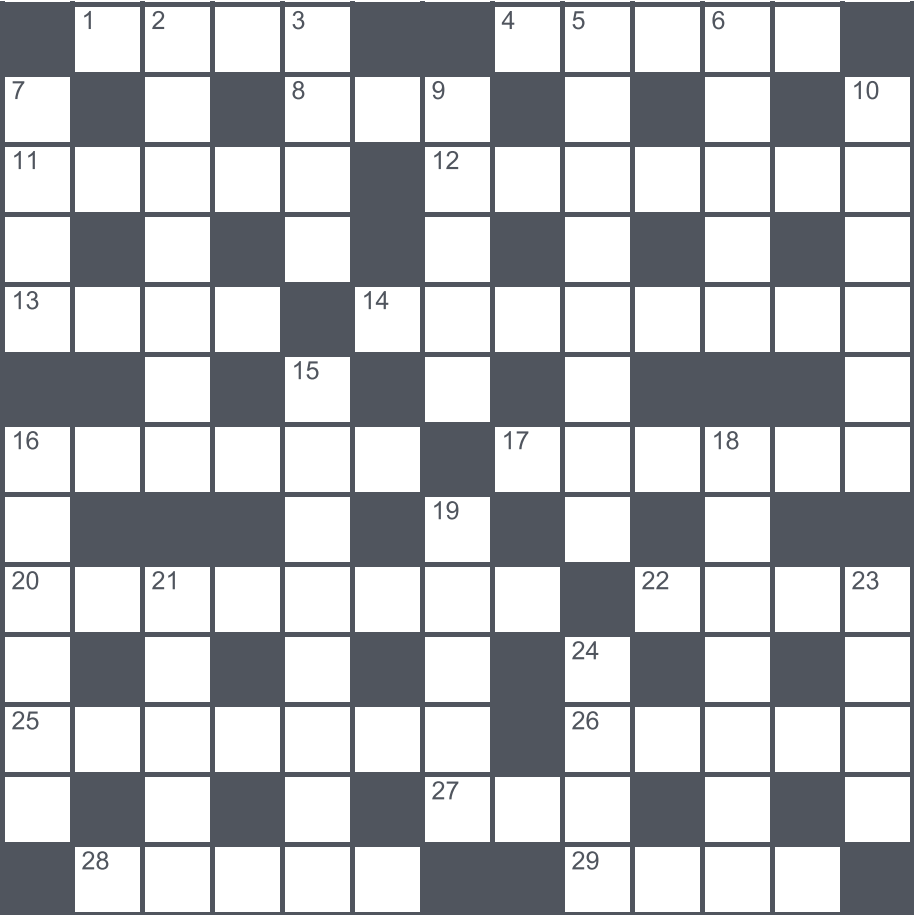
Do you need inspiration for healthy, yet warm and delicious food? BIGGA members can get 25% off* with The Cookaway. Learn to cook a new world cuisine with top tips from Expert Chefs guaranteeing you a delicious and rewarding cooking experience. There's no subscriptions, no commitment and free national delivery.





TEE BREAK

**USE YOUR HEAD
IN THE SHED**
Try and solve our
perplexing puzzles



CROSSWORD

Can you solve the clues for this crossword? Enter your answers on the grid to the left.

Across

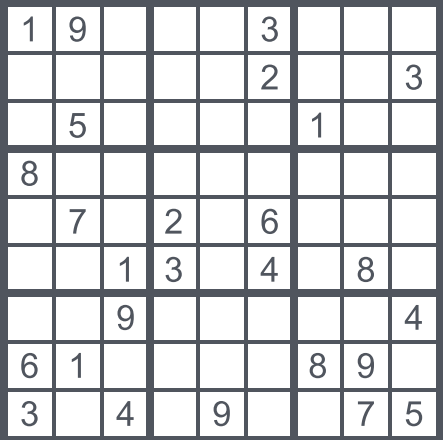
- 1 Gratis (4)
- 4 Pipe up (5)
- 8 Mineral spring (3)
- 11 Dress with care (5)
- 12 Hollowed inward (7)
- 13 Naïve (4)
- 14 Misshapen (8)
- 16 Delighted (6)
- 17 Shook US wine: it's not recommended (6)
- 20 Baptise (8)
- 22 Demonstrative pronoun (4)
- 25 Make clear (7)
- 26 Very large (5)
- 27 Light meal (3)
- 28 Laziness (5)
- 29 Social standing (4)

Down

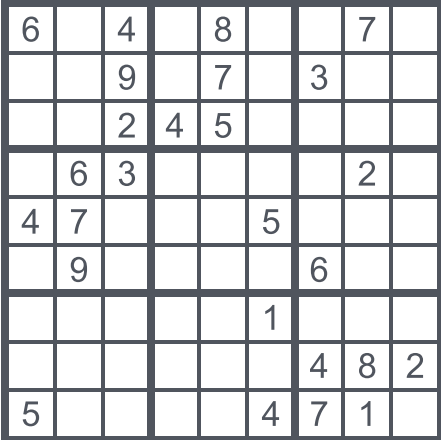
- 2 It has points and lines (7)
- 3 Spot (4)
- 5 Locate exactly (8)
- 6 Fright (5)
- 7 Initiate an oil well (4)
- 9 Land measures (5)
- 10 One of a series off the Isle of Wight (6)
- 15 Best (8)
- 16 Short coat (6)
- 18 Brutal (7)
- 19 Stood for men at work (5)
- 21 Drive back (5)
- 23 Norse god of thunder (4)
- 24 Partly open (4)

SUDOKU

Fill in each row, column and set of squares with all the digits from one to nine (Easy)



(Hard)



F407 HIGH CAPACITY WIDE AREA REEL MOWER

PRODUCTIVITY PERSONIFIED

The powerful but precise F407 comes with 26" (66cm) front and rear clipping discharge units and benefits from an improved radiator pack and hood, optimised for increased airflow.

For ease of transport, the Jake wing cutting units can be raised individually to lift and lower over obstacles.

With 158" (4m) width of cut, the F407 delivers class-leading productivity, whilst adjustable weight transfer and Suretrac™ 4WD offers superior traction.

CUT WIDTH 158" (4M)	CUTTING CAPACITY 10.67 AC (4.32HA) / HR AT 7.5MPH (12KM/H)	CUT HEIGHT 0.47"- 1.85" (12MM - 47MM)
FUEL CAPACITY 9.98 GAL (45.4L)	DRIVE SYSTEM SURETRAC™ HYDROSTATIC TRACTION	MOWER ENGINE KUBOTA® 44.3HP (33KW) DIESEL

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www.jacobsen.com



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100
SINCE 1921

YEARS

CHECK OUT THE ANSWERS ON P76

Apprentice Corner

Brought to you by the Greenkeepers Training Committee

MAINTAINING BUNKERS

The BMW PGA Championship provides a good example of smooth raking around the edges to encourage balls to roll into the centre

Bunkers are an important feature on golf courses and exist for a variety of reasons, not just to punish golfers playing poor or unwise shots. They are one of the five defined areas of the course, but they are not penalty areas.

Bunkers should be well maintained. If not, they will reflect badly on the greenkeeping team.

Features of a good bunker:

- / It should have a smooth surface
- / It should be well drained
- / It should be as stone free as possible
- / It should be weed free
- / It should have well-defined edges
- / There should be approximately 100mm of sand in the base and 50mm of sand on the face of the bunker

The type of sand used in a golf bunker is critical for the best results. A good bunker sand should be selected with the following in mind:

- / Particle size of 0.25mm to 1mm

- / pH should be between 5.5 and 6.5 if possible
- / The sand should drain well
- / Inland courses should be lime and shell free
- / The particle shape should be angular or sub-angular.

When raking bunkers, try not to rake too deeply as this pulls up stones from the bunker floor. Also, do not rake the faces of bunkers in a

downward direction. Instead, push the sand up the faces. When raking, try to create a slope from the edge, which will encourage the ball to roll into the centre of the bunker.

What types of equipment are used to rake bunkers?

These can be handheld rakes, which provide either a

ridged surface (toothed rakes) or a smooth surface (hoop rakes). Bunkers can also be raked by ride-on machines that resemble three-wheeled motor bikes and have a rake attachment to the rear. Great care must be taken when using these machines as they can do a lot of damage to the bunker edges and they can also roll over if driven down very steep bunker faces.

Smooth raking

Smooth raking of bunkers is becoming more popular and being seen around golf courses both abroad and here



in the UK. This style of bunker raking was first seen in Australia and is therefore sometimes called 'Aussie raking'. It may also be known as smooth raking or back raking.

The sand in the bunker at the edges is firmed and smooth raked. The smooth raking can be done with a wire rake or the back of an ordinary rake. Sometimes this 'strip' of sand around the edges is rolled.

The purpose of this style of raking is to prevent a golf ball from plugging in to the faces of the bunker; instead the ball hits the edges and rolls into the centre of the bunker. The firmed faces also may help to prevent washouts during rain.

Edging bunkers

The edging of bunkers is important as the Rules of Golf state a bunker should have a 'well defined edge'. Grass encroachment into the bunker not only affects the definition, but may also result in the shape of the bunker being lost over several years. By using a strimmer or edging shears, the edge can be trimmed of grass

growth quickly and this should be carried out several times during the growing season. Remember to collect loose grass clippings afterwards so that the sand is not contaminated.

In severe cases the edge may have moved up to a metre or more, especially around the lips and slopes where sand is frequently blasted out of the bunker by the golfer. In these cases, the grass edge and accumulated sand may need extensive work and removal to return the bunker back to its original location.

One common mistake during this process is to have a lip 50mm to 100mm all the way around the bunker. This lip is only appropriate on the edge facing the green to prevent the golfer from putting out of the bunker. A lip of this depth on the other edges of the bunker may prevent the golfer from advancing the ball towards the hole if the ball comes to rest just over that lip and in the bunker. These lips should be kept to the same level as the ground level by the raking of the sand up to this point.



Meet your Learning and Development Team

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

James Allen, Sherdons Golf Centre; **Daniel Bingham**, Isle of Wedmore; **James Bishop**, Coombe Wood; **James Bishop**, The Kidderminster; **Thomas Dorey**, Minchinhampton; **Oliver Fellowes**, Colne Valley; **Lewis Frankcom**, The Players Club; **Robert Irons**, Leighton Buzzard; **George Jones**, Gerrards Cross; **Luke Lacey**, Exminster; **Ben Lamaison**, The Grove; **Kieran Langley**, West Malling; **Peter Moore**, Forest Hill; **Leon Parker**, Stoke-By-Nayland; **Lewis Reed**, Nizels Golf and Country Club; **Jed Shepherd**, Fynn Valley; **Ross Waldron**, Chigwell; **Jack Wigg**, The Grove; **Alex Wilcox**, Thorndon Park

www.the-gtc.co.uk

/greenkeepers trainingcommittee

@TheOfficialGTC

WHAT'S NEW ON THE CONTINUE TO LEARN PROGRAMME?

CLASSES

BIGGA's Learning & Development team has made some improvements to Continue to Learn for 2022 and this month we're focusing on the Classes element of the programme.

In coming months we'll look at the Conference and Seminar elements that will take place at BTME 2022.

Classes are what you may have known as workshops or focus-ons previously and can stretch from half day sessions up to two-day courses.

Classes mainly take place in the Queen's Suite of the Harrogate Convention Centre and bookings close on 14 January 2022. However each of the classes does

have limited occupancy and so if there's anything that catches your eye, don't delay or there is a very real chance of missing out.

Each class focuses on a specific subject, enabling you to target your learning on a specific area that you would like to improve upon. Returning for 2022 are some popular favourites, focusing on topics such as irrigation, renovation, water efficiency, budget planning and so much more.

In addition to the regulars, there are some fantastic new additions to the Classes programme for 2022. Let's take a closer look at some of them:



STEP-BY-STEP: WRITING A STRATEGIC PLAN FOR YOUR GOLF COURSE

About the speaker:



John Kemp, Contemporary Club Leadership

John holds a BA in Golf Management, a Professional Diploma from the European Institute of Golf Course Architects and CMDip from Club Managers Association of Europe. He is also an R&A Scholar studying an FdSc in Sportsturf Management.

For 15 years John has worked in greenkeeping, course design, shaping and construction, management and consulting with golf courses. He has travelled the world to work with teams at facilities from 9-hole community courses to tour venues.

With consultancy firm Contemporary Club Leadership (CCL), John has helped committees and staff

in golf clubs of all shapes and sizes to review their management and operations, write business and strategic plans to maximise their golf course and develop their businesses and people.

He also works with GEO Foundation, helping golf facilities around the world to develop their sustainable management practices.

In his spare time he plays off a category 1 handicap at The Glen Golf Club, where he volunteers as part of the club's greens committee.

What's will I learn?

It seems like golf clubs have always managed to survive without having plans — so why have they all started talking about them now? This class will explore why strategic plans are needed by every club and what that plan needs to say about the golf course, while discussing plans with fellow greenkeepers to see real life examples put into action.

Delegates will receive tools and templates to help create a strategic plan for their golf course.

POSITIVE THINKING

About the speaker:



Victoria Elliott-Potter, EPIC

Vicky has helped thousands of businesses over the years to achieve their full potential in almost all industries. Vicky has extensive authentic sales, strategy and business leadership experience in retail, B2B & B2C. With over 25 years of leadership experience, Vicky has a proven track record of helping small and medium enterprises (SMEs) through to national market-leading brands increase their turnover. Specifically, Vicky specialises in coaching business leaders, owners and their teams in business and sales strategies, leadership, repurposing, marketing, motivation and innovation.

No stranger to an economic crisis, in the 2008-2013 recession Vicky set up a profitable retail business alongside her previous consultancy business; and in the more recent COVID-19 pandemic Vicky has set up a highly successful local gardening business, Rayleigh Gardeners, which serves her local community. This trades as part

of EPIC Limited. These entrepreneurial actions give gravitas to her training content, engagement and delivery. Vicky is also married to a deputy golf course manager and BIGGA member in the South East, so is aware of the current industry challenges. She has even raked a few bunkers in her time!

Vicky has also been a keynote speaker at well over 400 business conferences across the UK and the EMEA in the last 16 years. Her style offers high energy coaching with tangible, measurable outcomes that will increase and improve direction, skills and turnover. Delegates consistently feedback that they have fun too!

What will I learn?

In this fun and interactive class you will understand how to have a more positive outlook for yourself and others. As we recover from the negativity of a pandemic, you will learn how to turn any negatives into positives, any moan into a solution and gain more self-belief for yourself and others. Learn some practical processes you can add into your workplace calendar to create a workplace where a more positive culture creates better efficiencies, more ideas, less sickness, less stress and better staff retention. Make your golf club a great place to work.



LUMINA SPARK PERSONALITY PROFILE

About the speaker:



Kevin Fish, Contemporary Club Leadership

Kevin has over 20 years of experience in the club industry. A former club manager at The Glen Golf Club in North Berwick between 1999 and 2008, Kevin was named the UK Golf Club Manager of the Year in 2004. He was in the first group of Europeans to be awarded the CCM (Certified Club Manager) qualification in 2008 and went on to work for the national governing body for golf in Scotland (SGU) for seven years, leading a team providing support to hundreds of Scottish golf clubs.

As the chairman of the CMAE Education Policy Board Kevin was responsible for bringing Management Development Programme (MDP) education to club managers in Europe. He regularly tops the presenter charts at MDP events while sharing his knowledge of club governance, business planning, committee politics, customer service and professional and personal development, as well as

addressing the annual CMAA World Conference of Club Management on more than a dozen occasions.

In 2014 Kevin became the first European to be invited on to the CMAA Committee for Professional Development, the body that oversees the curriculum and qualifications for the club industry across the globe.

Kevin is now the director of Contemporary Club Leadership, his own training and consultancy business, where he continues to provide support to club managers and committees in a variety of sports and settings.

What will I learn?

Do you want to increase your self-awareness, reveal your hidden potential and cope better in stressful situations? This half day class will provide you with a fascinating insight into your own personality and behaviours.

Using the Lumina Spark personality profiling tool will help you to understand how your personality may shift between home life, work life and when under pressure.

You will be required to complete an online questionnaire in advance to receive your 61-page personal profile document, the cost of which is included in the course fee. You will not be able to attend this class without committing to completing the online questionnaire before the session.

Head to the BTME website to book your spot or refer to the Continue to Learn brochure, which was included in your October 2021 Greenkeeper International pack.

OTHER NEVER-BEFORE-SEEN CONTINUE TO LEARN CLASSES CONTENT INCLUDES:

Managing a multi-generational team
Malcolm Hewitt, EQV Training

Developing and leading teams to achieve organisational goals and objectives is key for any leader. This half-day class will give you the skills and techniques to achieve your individual and organisational goals with multi-generational teams.

Managing conflict
Malcolm Hewitt, EQV Training

Conflict is inevitable no matter how well a club is run. Providing people have the skills in place, positive benefits can result from conflict situations. This half-day class will examine how conflict can arise and the various techniques for dealing with it. It will provide an opportunity for delegates to practice new skills, enabling positive resolutions to conflict situations.

Recruitment interviewing skills
Michael Astrop, Coach the Mind

To interview someone successfully you need to be able to open, lead and close an interview in a way that allows you to gather all the information you need in order to make a selection decision. To do this you require good interview techniques. This half-day class looks at creating a predetermined interview plan, using questioning to lead the discussion in the right direction and how to record the discussions to help the selection process.

Getting things done with less stress
Michael Astrop, Coach the Mind

More to do, with less time to do it? Feeling increasingly stressed and under pressure? This half-day class will

provide both the practical and the philosophical tools to gain perspective on daily life to produce the required results without the accompanying stress. We will look at ways you can clearly define what really matters and what really needs to be done.

The session will highlight the importance of understanding precisely what has to be achieved and to what standard and we will look at a simple method to tackle both small and large complex projects that can be implemented instantly.

Essential supervisory skills
Michael Astrop, Coach the Mind

This two-day class will encompass many of the key skills required by a supervisor or manager. Each of the topic areas discussed will provide delegates with a comprehensive knowledge and approach to the important role of the supervisor in the

workshop today, enabling delegates to motivate, manage and take charge of both projects and people.

Understanding trial data – how to read it and how to create your own
Glenn Kirby, Syngenta

As a golf course manager, I thought I understood what the trial data I had really meant, but my new role of technical manager has given me the opportunity to dig a little deeper and really understand what the graphs are telling me.

Utilising data for improved performance
Steve Chappell, Royal Bled Golf Club, and Craig Haldane, The Gleneagles Hotel

This half-day class will look at and discuss the different data streams available to the modern turf manager, to improve both surface and personal performance.



BIGGA
CPD Continuing Professional Development

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

/ Richard Johnstone, Nairn Dunbar	/ Craig Parry, Edgbaston	/ Jonathan Thompson, Goswick Links
/ Tom Pattison, Blyth	/ Craig Haldane, Gleneagles	/ Leon Brant, Wexham Park
/ Paul Selbie, Hainault		

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

/ Jason Norwood, Reay	/ Stephen Lawlor, St Andrews Links	/ Craig Woodman, Broadstone	/ Shaun Cunningham, Prestonfield
/ Sam Sweetzer, Buckinghamshire	/ Martin Turna, Aldeburgh		

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.









Expert Surfaces









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)

The majority of your leaves have probably now fallen and you may be left wondering what to do with them all.

You could simply blow them into the woodlands where they came from, or you could waft them into next door's land when nobody's looking (not advisable). Another thing you can do is collect and place them into separate piles with other brown and green waste, such as shredded cardboard, grass clippings, cores, bunker edging and practically anything else you can remove from the course – anything organic, anyway.

The objective is to be as sustainable as possible and to create a free material that can be returned back to the course the following year.

I know composting takes time, in fact I wrote a whole dissertation on composting (who's sad enough to write a dissertation on composting?), but in terms of man-hours needed to manage a compost pile, I'd say it's not many at all. All you need is a front-loading tractor to turn the compost every month and enough space to have at least three piles on the go at any given time. A pile would be about 4m³ and ideally on a hard base, but that's not essential.

After eight or nine months,



A composting station at Harrogate GC
Inset: Humus can be used as a soil conditioner

bingo! You have humus, that brown, mushroom-smelling soil-type stuff that can be used as a soil conditioner and

sent back to the course. I will mention that if your compost smells pungent then it's not ready to go – the organisms

require more air, hence the need to turn over the pile. Take a look at Harrogate GC's excellent operation and an example of humus – great work, team!

If you want to talk more about composting, then send me an email at james.hutchinson@bigga.co.uk



As the leaves begin to fall it gets harder to keep fairways as clear of debris as this one at Sale 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

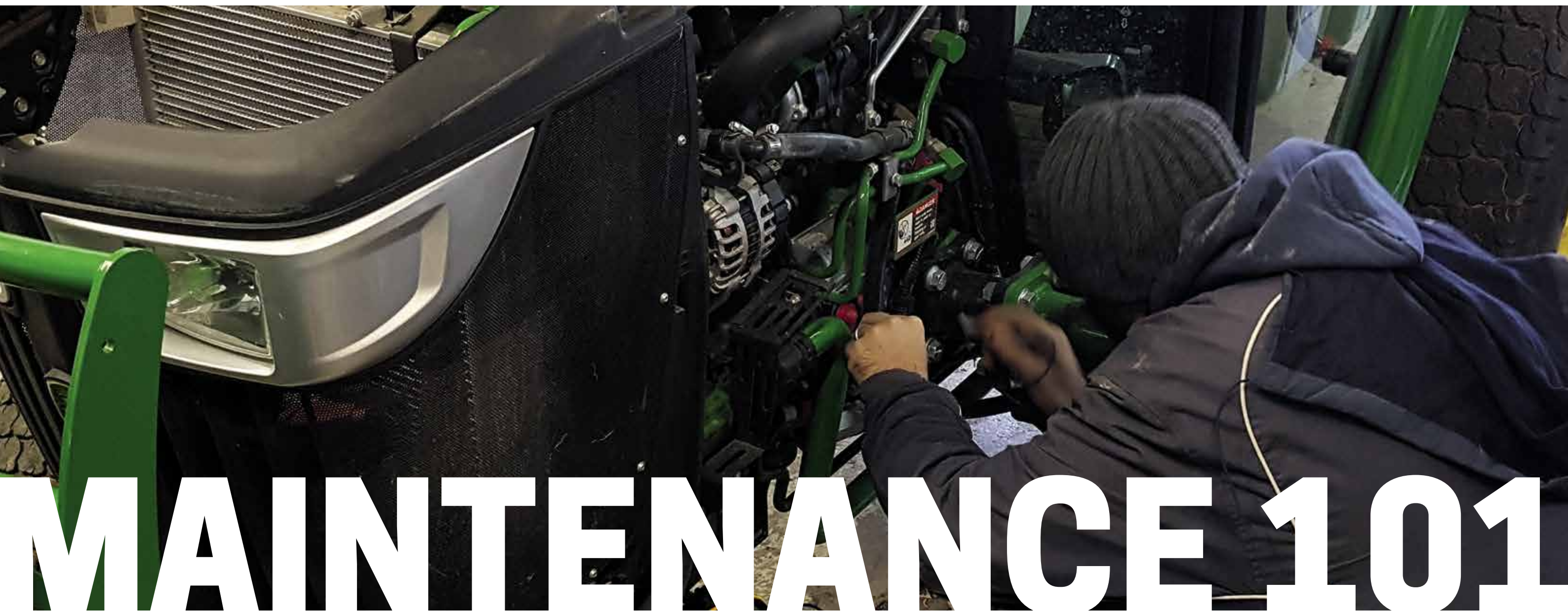


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MAINTENANCE 101

Having previously reviewed hydraulics and electrics, we can now utilise some of the experience we have gained to start the fault-finding process for engine issues.

As in Electrics and Hydraulics, we can use the same process of understanding the basic functions of the system and how these interact, together with understanding some basic signs and symptoms that will help us analyse the issue.

ENGINES

Basic diagnostics

Ian Sumpter, Mow-Sure

Step One - Understand the functionality of an engine

We can think of engine output as our 'work'. Although work is not a term frequently used in engine terminology, it is important that its concept is appreciated to help you better understand the more frequent terms that are used. Work is defined as a force placed against an object that results in motion. We can then build on this

concept with the terms torque, RPM and power.

- / **TORQUE** is defined as a force around a given point, applied at a radius from that point.
 - / **RPM** stands for 'revolutions per minute' of the crankshaft and is the standard measurement of engine speed.
 - / **POWER** is defined as the measure of how much work can be done in a specified time.
- All four-stroke engines have the same

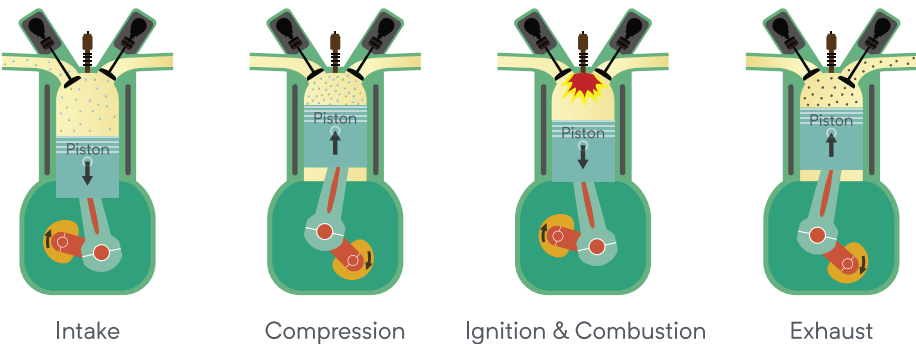
basic components, whether they are small or large capacity, single or multi cylindere d. There are lots of variations to the design and style but every four-stroke engine will have the same principal power cycle. One power-cycle of a four-stroke engine is comprised by four events within the cylinder and two revolutions of the crankshaft.

- Event 1:** the intake stroke;
 - Event 2:** the compression stroke;
 - Event 3:** ignition and combustion;
 - Event 4:** the exhaust stroke.
- A two-stroke engine is the same in principle but completes a power cycle with only two strokes (up and down movements) of the piston during one power cycle. This power cycle is completed in one revolution of the crankshaft, not two as in the four-stroke engine.
- The introduction of Euro stage 5 and Tier 4 final engines requires additional

technical skill and expertise and so these issues should be left to a trained technician. All these newer engines use an electronically controlled common rail fuel system and incorporate an exhaust gas after treatment system. Extremely

high pressure fuel systems can cause serious laceration and poisoning of blood. Injectors, high pressure fuel lines, common rail and high-pressure pumps must not be touched by anyone other than an approved technician. »

Figure 1: 4-stroke engine





experience it can be straightforward to investigate and repair common issues, such as non-starting issues. An engine requires fuel, ignition and air to start and run.

Fuel

The reason for petrol engines not starting is often a problem with the fuel. Petrol goes off after only a few weeks so if it is old fuel, then it is worth draining and refilling with fresh fuel. Two-stroke engines are lubricated by having the two-stroke oil mixed in with petrol. It is important that this mix is the correct ratio. Check the fuel lines for wear or kinking to make sure fuel is getting into the engine.

Spark

If the business end of the spark plug is dirty, then it will need cleaning or replacing. If the plug is damp then fuel is likely to be getting through. Check the spark using a spark tester and if the problem is no spark, check the on/off switch is good. Check the ignition coil, which is relatively cheap and easy to replace. If it is dry then no fuel is getting through and this could be the problem.

Air

Check the air filter. Over time dust and oil particles can build up in the air filter and this can impair the performance of the engine.

Carburettor

The last thing to check is the carburettor, which mixes the fuel with air before sending it to the sparking chamber. This can get clogged with fuel deposits that need to be cleared out. It can be straightforward to do this using carburettor cleaner, alternatively these small carburetors are relatively cheap if they require replacement.

This was a brief look at engines to help you improve your understanding of potential issues you could encounter.

You can access manufacturer-run courses specific to brand, as well as turf machinery maintenance courses I deliver, such as Continue to Learn in January.

dedicated mechanic, this limits how much we can do when diagnosing and repairing larger engine issues. The level or depth of troubleshooting and repairing issues depends on the tools available, skill set and experience of each individual. Sometimes engine problems give you warnings through noises. If you notice any strange or unusual sounds along with knocking or vibrations, you should investigate immediately or report it to your local dealer.

Hard starting can be an indication of low combustion temperature caused by incorrect timing, coolant in the cylinder or faulty glow plugs. These will normally clear up after a moment as the engine temperature increases.

Heat-related failures – look for discoloration on valves and crankshafts. Check to see if there is any metal transfer on pistons or crankshaft or any of the hoses are brittle.

Dirt-related failures — look at cylinder for grey colouration on cylinder walls or dirt visible in intake components. Check bearings for dirt imbedded in bearing material. Check oil for dirt settled out of oil (layer of sludge).

Two stroke engines are far easier to troubleshoot and repair, with little

If you notice any strange or unique sound along with knocking or vibrations, you should investigate immediately or report it to your local dealer.

Step Two – Understand engine troubleshooting

You may not have the capability to carry out a Cylinder Cancel Test, Compression Test or Cylinder Leak Test, but there are things that can be done to troubleshoot. A good starting point for simple diagnostics of engines would be at the exhaust stroke event. We can do this by a simple engine smoke analysis, such as checking to see what colour smoke is coming from the exhaust:

/ **Black smoke** is an indication of unburned fuel possibly caused by a plugged air filter or bad nozzles;

/ **Blue smoke** can be an indication of excessive oil consumption caused by plugged air filter, leaking valve seals, worn rings or cylinder or a leaking head gasket;

/ **White smoke** can be an indication of low combustion temperature caused by incorrect timing, coolant in the cylinder or faulty glow plugs (clears up after a moment).

Another easy indicator of potential engine issues is foreign objects or dirt in the system. When doing prestart checks, I train operators to look at the colour, velocity and if there are signs of debris in the oil. This can help catch issues before they become serious. Additionally, excessive use of oil can be picked up by an operator doing prestart checks.

Step Three – Engine issue diagnostics.

As most courses do not have a



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EAT WELL TO SLEEP WELL

If you’re struggling to sleep, can what you eat help you get a restful night?

Sally Duffin, registered nutritionist

Have you ever wondered why some people can drink coffee late at night and still sleep like a log?

Or why a milky drink can help you drift off?

Nutritionist Sally Duffin explores the links between food and sleep and offers top tips for getting a good night’s sleep.

We are all governed by a daily pattern of sleep and wakefulness, called the circadian rhythm. This rhythm determines the optimum times for us to be awake, eat, exercise and to sleep.

Knowing your ‘chronotype’ is one way to start understanding your circadian rhythm. According to sleep research, there are three

categories – chronotypes – that determine our sleep and waking patterns:

- / **Lark:** early to bed and early to rise
- / **Owl:** late to bed and late to get up
- / **Hummingbird:** somewhere in the middle

Knowing your chronotype can help you understand whether an early night is essential for good sleep (larks) and why early mornings are such hard work (owls).

How much sleep do I need?

The World Health Organisation and National Sleep Foundation recommend

between seven and nine hours sleep each night for adults. Consistently getting less than the recommended amount can have a significant effect on all areas of health and wellbeing, including weight gain, mental health, immunity, memory and performance.

As a general guideline, after 16 hours of being awake and active we need eight hours of sleep to recover. During deep sleep, our brains are hard at work filtering and organising

Certain herbal teas have traditionally been used to aid sleep, including:

- / Chamomile
- / Lemon balm
- / Valerian
- / Oat straw
- / Lavender
- / Lime flower

information and memories and clearing away metabolic debris that builds up over the day. Cells throughout the body carry out repair work and general ‘housekeeping’ that can’t be done while we are awake. If we don’t give ourselves chance to perform these tasks, our health starts to suffer.

Sleep disruptors

The four big sleep disruptors in our modern lives are alcohol, caffeine, stress and artificial light. Alcohol is renowned for causing drowsiness and may initially help you get to sleep, but studies have shown that it can disrupt rapid-eye movement sleep and cause more wakefulness in the early hours. Plus, drinking a lot in the evening means you’re more likely to wake up needing to pee — not ideal when you need a good sleep!

Caffeine is a tricky one as we each have our own genetically determined tolerance level that can alter as we get older. The caffeine from a regular tea or coffee can stay in your system for six hours or more, which if you are sensitive to caffeine can mean that an afternoon brew may be keeping you awake at

bedtime. Even decaffeinated versions of tea and coffee can still contain enough caffeine to disrupt sleep. The only way to know whether it is an issue is to gradually reduce your caffeine intake and monitor any improvements in your sleep. Some people find they are fine with one or two teas or coffees in the morning and none after lunch, whereas others need to be caffeine free and stick with herbal infusions or alternatives like Redbush tea.

Stress not only makes us more likely to lie awake at night ruminating our worries, but it also increases levels of cortisol, the main stress hormone. Cortisol works in direct opposition to melatonin, one of the brain chemicals that help us wind down for sleep once night falls. If our cortisol levels are elevated in the evening, melatonin struggles to take effect and we end up struggling to sleep. If stress is a major issue for you, look at ways to build your resilience and find time for relaxation before bed.

Fly back in time 150 years or so and artificial light wasn’t a big sleep disruptor. Nowadays we have TVs, laptops, phones and tablets beaming out blue light that interrupts melatonin activity. Minimising screen time for at least an hour before bed can help: if you do need to use your phone or laptop, see if there’s a night screen setting that reduces the amount of blue light being emitted.

“Consistently getting less than the recommended amount can have a significant effect on all areas of health and wellbeing, including weight gain, mental health

Food sources of melatonin:

- / Pistachio nuts
- / Kidney beans
- / Almonds
- / Fennel
- / Oats
- / Tart cherries
- / Strawberries
- / Salmon
- / Cow’s milk

Foods to aid sleep

Various studies have revealed associations between food choices and sleep patterns. Typically, diets high in processed refined foods are more closely linked with insomnia than Mediterranean-type diets of colourful vegetables, good quality meat and oily fish, fibre-rich wholegrains and unrefined oils like olive and walnut oil.

Melatonin – that all-important sleep hormone – can be found in certain foods and can also be made in the body from proteins found in poultry, beef, pork, tofu, salmon, pumpkin seeds, eggs and oats. Including a good range of these proteins and the sources of melatonin alongside reducing screen time is a good way of supporting melatonin production and activity.

Magnesium aids sleep by helping muscles to relax properly and working alongside vitamin B6 for melatonin production in the brain. Good sources of magnesium include dark green vegetables, oats, almonds, cashews, buckwheat, pecans and Brazil nuts. Foods that provide B6 include bananas, tuna, avocado, poultry, brown rice and pistachio nuts.

Two specific foods thought to improve sleep quality and reduce insomnia are kiwi fruits and tart cherries. Kiwi fruits are a good source of serotonin, the mood balancing hormone that can convert to melatonin, while tart cherries are a direct source of melatonin. There are several brands of cherry juice available in health food stores that are an easier option than sourcing fresh cherries out of season.

From kiwis to chamomile tea, there are many simple food ideas that can fit easily into your daily routine and may help make the difference between a bad night’s sleep and a deeply refreshing one.

Continue the conversation (social media contact details):

Sally is on Twitter at @nutritioninyork

CRIMINAL INTENT

How Woolley Park caught the bogeyman plaguing their course

Karl Hansell, BIGGA

Read this for:

- / Facility security
- / CCTV cameras
- / Criminal damage

Newton was captured on camera causing the damage

Location: Wakefield



Glen Newton is no friend to greenkeepers.

When COVID-19 hit, Woolley Park reacted as most golf clubs in the country did by furloughing most of their staff, including the greenkeeping team.

That left John Rowbottom and his parents, Phil and Jane, to look after the course, just as the senior Rowbottoms had done three decades earlier when the farming family diversified and decided to build a golf course.

Like everyone, they tightened their belts and toughed it out and hoped that things would soon get better.

What they didn't yet realise was they were in the midst of a campaign of vandalism by a former member, who was seeking revenge for the indignity of having his membership revoked.

At Leeds Crown Court in

September, former miner Glen Newton was given a three-month suspended jail sentence and was ordered to pay £10,000 in compensation after causing significant damage to several greens around the West Yorkshire course. Over three separate incidents during 2020 and

early 2021 Newton sprayed liquid glyphosate on two greens, killing the grass and leaving significant scarring that has subsequently required complete rebuilds of the putting surfaces.

Greenkeeper John said: "It was soul destroying for the greenkeeping lads. In the first



John Rowbottom said he suffered anxiety after the club was targeted

instance we questioned ourselves as to whether we had done it. We had been blowing leaves and thought perhaps we'd left a petrol cap off a blower. You're checking who was doing what on the green, but nothing smelt of petrol. The pattern looked like when we've been switching and we thought perhaps there had been something on the switch, but the more we thought about it, we couldn't figure it out.

"Then we watched as the damage developed, like it would with glyphosate, and we realised that something else was going on."

The greenkeepers attempted to repair the damage and with lockdown meaning the course was closed, they were able to undertake some heavy maintenance in an attempt to restore the playing surface.

Phil said: "But we couldn't grow grass on it and we couldn't fathom why. Then, just as golf was set to reopen at the end of the lockdown, he did it again."

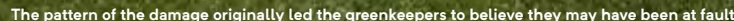
As the rest of the country was building towards the reopening of golf, the Woolley Park team were faced with even more damage to their greens.

"Golf was booming and we just looked like a bunch of amateurs," said John.

In the middle of the playing season, with golf experiencing an »



As the glyphosate soaked into the soil it killed the topsoil, preventing recovery



Newton's membership at the golf club had been revoked after a number of unpleasant encounters with staff, while other members also reportedly didn't want to play with him. Phil

When Newton returned a third time and caused even more damage, the Woolley Park team realised they had to gather enough evidence of

Phil said: "It wasn't until the third time when he took two greens out of play that the police said 'Can't you put CCTV up?' I said 'what, to cover three quarters of a mile across the golf course?' But

Running in the dark

The camera captured John chasing after the culprit in the dark

The owners installed cameras around the site to catch the culprit.

"As farmers, we've always had to be on the ball with security," said John. "But I don't think there's enough security work done in the »

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*offer valid until 31 December 2021



The 3rd green was hit hard and recovery work has been attempted to return it to its original condition

POLICE TIPS

The Metropolitan Police have provided guidance to help protect your site from criminals.

Take a good look around your property boundary for any potential places where it could be made more secure.

Consider:

- / Planting thorny hedging to act as a natural barrier
- / Digging deep ditches to control and deter unwanted vehicle access
- / If possible, having a single-gated access point to the property
- / Using locking posts or temporary obstructions to control large openings
- / Invert and cap gate hinges
- / Making sure fixing bolts are secure and use covered padlocks
- / Installing warning signs
- / For additional security you could also:

- / Install automatic security lights that come on at dusk and turn off at dawn
- / Install CCTV cameras to watch over the most vulnerable areas of the property
- / Install a monitored intruder alarm system
- / Install an entry control system infrared, intercom or keypad

- / Establish a single gated entrance and exit, removing all private access points that are not in use
- All incidents of illegal activity should be reported to the appropriate authority as soon as possible. If you can, make a note of any vehicle details and a description of the people involved.

Always consider your own personal safety first before approaching anyone you think might be doing something illegal.

“You live and learn but you feel that somehow it’s partly your fault and we feel we’ve let our customers down and that hurts.

golf industry. Security must be upped every year and investing in it is now a part of our machinery budget. We are a very complacent industry at times and we don’t do anything until it’s too late.

“This was a wake-up call, but it also goes to show that you can do something about it if you’re willing to invest in it. Now I just think, why didn’t we do something sooner? Why didn’t we make ourselves more secure?

“You live and learn but you feel that somehow it’s partly your fault and we feel we’ve

let our customers down and that hurts.”

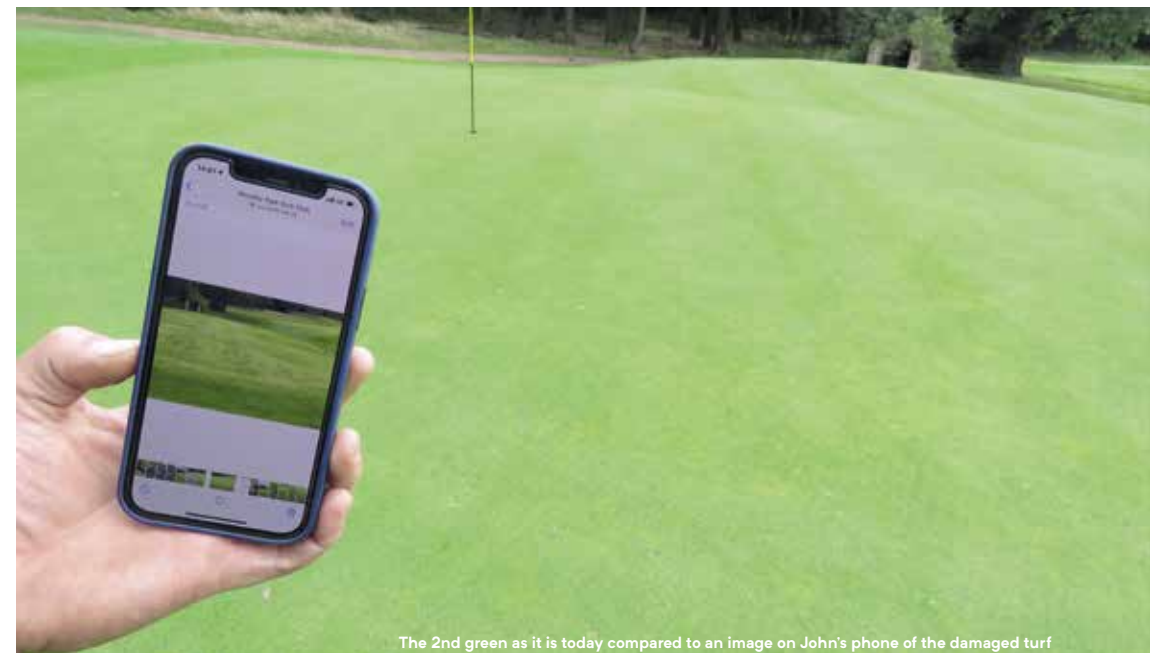
Having been caught in the act, Newton pleaded guilty to causing criminal damage, but at a Leeds Crown Court hearing he disputed the cost of the damage he caused. This was the start of another battle that the Rowbottoms now feel the golf industry needs to address so that other clubs don’t lose out.

John said: “There is no concept outside of the greenkeeping industry as to what a golf green means in terms of value to the

customers and the golf club.

“When the police first spoke to me the day after we caught him, we discussed potential costs and what it would take to rebuild the green and they nearly fell off their chairs. I think they were thinking you nip down to B&Q, spend a few hundred pounds on some turf and off you go again. Even in court they had no concept of what a golf green is worth. We’re only 27 years old, so I can’t imagine what the impact would be on a green at a club that’s over 100 years old.

“It feels like it wasn’t taken seriously because they don’t understand the industry. A motorbike ragging across the green is a different form of damage, but if they do a good enough job then it also means a relaid green. We’re certainly not the only ones who are experiencing this sort of damage and it feels like every week we’re reading about clubs that have been hit.”



The 2nd green as it is today compared to an image on John's phone of the damaged turf

Another piece of advice the Rowbottoms have offered is to double check that the club’s insurance covers the golf course and not just the clubhouse.

While the rest of the country was enjoying a post-lockdown boom, the team at Woolley Park were

digging up two of their greens and relaying them. John has suffered anxiety attacks in the months since and said it took months for him to feel normal again, while the membership at Woolley Park hasn’t played all 18 holes of their golf course for over a year.

The culprit may have been

caught, but important lessons have also been learnt.

Continue the conversation

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CHAMPIONSHIP PERFORMANCES

Karl Hansell, BIGGA

Simon: You can't really compare the two as Whitley Bay was a very good local course and we did six years of hard »

work there. It had some great holes, but Ganton is a course that carries you around and never gives you a rest. It's a true championship course and when you think you need a break, you turn a corner and there's a beast in front of you. Yet we also have members and guests who play at every level and adore Ganton so we really do cater for everyone.

GI: Arriving at Ganton on your first day of work, aware of what a historic course it is, were you nervous?

Simon: No, I was excited. The standard of work and my expectations didn't change between Whitley Bay and Ganton, just the golf course. Obviously, you are a little nervous as to the whole scale of it, but you get used to that very quickly. I think from a golfing perspective you appreciate that 'it's Ganton' and if you're not nervous, something's wrong. But from a greenkeeping perspective, if you're confident in what you believe and if you can take a step back and assess things before just diving straight in, then there's no reason for anyone to be scared. It's still only a golf course — a bigger one admittedly — but at the end of the day it's about what you've learned over the years. The staffing side I've done for a long time and I probably get the most satisfaction out

of seeing staff develop. I think the biggest thing has been going out on the course and seeing everyone around the club smiling. The members are so proud of their golf course and seeing them get excited about it gives the team reassurance that we're doing a good job.

GI: This year's championships are your first leading a team for major international events. However, you have volunteered at tournaments, such as The Open at Portrush. How did they prepare you for stepping into this role?

Simon: The biggest thing I learned is to always be over-organised and plan. Then, when you think you've planned enough, plan it again. I've always seen how course managers can't do all the work. The motivation and drive come from the team themselves. The individual can plan everything as well as they are able, but we need teamwork and vision from everyone and a desire to deliver the best they can.

But the main thing I've picked up from the tournaments, especially from Graeme [Beatt, Portrush course manager], is just remaining calm and taking everything that comes. I've learned this over the years, that a lot of the stress that you're worried about, the only person who will notice is you. When you go at 150%, if the outcome is 110%, you'd be frustrated. But you have to monitor your own expectations against reality and remain calm. Then that relaxed nature rubs off on the team. I think that everyone has it in them, when they get stressed, to be a bit short and panicky. But you need to recognise what's important and what isn't, and if it isn't then you've got to be able to put those things in a box and carry on, because in all likelihood no one will notice over the course of a tournament.

For example, last night I went around to check the bunkers following maintenance. I saw a dandelion — just a very small rosette in a bunker. I pulled it out and then started laughing to myself because nobody else would have ever noticed it. I realised I only noticed it because there was nothing else to look at, so just move on.

GI: You talked about inspiring your team and you said they're quite young. How do you inspire a young team to be up at half four for an event and how do you get them to the level you need them to be at?

Simon: I believe that you inspire individuals, whereas the team works as a whole. They're on a journey of their own and I think the development of the course has been a big driving factor over the last few months, because they've seen the course improve and the enjoyment of the members is filtering back through the staff. I think people want to be inspired and although people's situations are different and not everyone works at 100mph, there's always a level of interest.

The main thing for me is passion and I use that word a lot. Coming to work at a tournament, whether it's The R&A or England Golf, with the cabins around, the flags up, the security on the doors, you're in the wrong profession if that does not give you a little nudge. For me it's like the festival coming to town and I love it.

It's nice to have something that pushes you out of your comfort zone but also it allows the team to realise on a November afternoon, when it's pouring with rain and they're kneeling in a bunker or constructing something, that the world's best amateurs would soon be playing in that bunker. That helps them realise how important the work they're doing is.

I think teamwork is the main factor behind the success of any job. You've got to make sure everyone puts the effort in, but you also have to make sure that work is enjoyable. I always say that I spend more time with my colleagues than I do with my wife, so I don't want to come in and be miserable every day. They are a young team and they are incredibly keen and passionate about what they do. The course is going to evolve and there'll be a lot of planning done, but in general the results are down to their hard work. Early in my management career I made mistakes and learnt that communication is key and you have to listen to people. They're all individuals, they aren't machines and they have all got things going on in their lives. So try and accommodate that in the best way you can, while still doing what you need to do and making it clear that we've got to achieve something.

GI: This year has been extremely busy due to tournaments, but what is Ganton's long-term strategy?

Simon: We know our heritage and tradition is incredibly important. Ganton is well known for its fine turf and rugged appearance and it always will be.

The last 12 months have seen us undertaking some quick wins to regain cover on the course. But moving forwards we'll focus on fine turf and we'll do it using traditional methods of management. All our plans are sympathetic adjustments to the masterpiece that is Ganton, to ensure it stands up to the ever-changing and more dramatic and drastic weather conditions that we are experiencing. It's about ensuring we have a sustainable model moving forwards that allows us to maintain the important traditions and heritage that Ganton is known for.



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It has been a wonderful summer of golf and our friends at Leaderboard Photography have covered many amateur events on behalf of England Golf. Over the following pages are a selection of great photographs of some of the greenkeeping teams who have hosted events throughout 2021.

Row 1 (left to right)

- / Coxmoor Course Manager Ben Cumberland and his team (centre image) hosted the Boys County Finals
- / Course Manager Peter Moore and the Camberley Heath team hosted the McGregor Trophy

Row 2 (left to right)

- / Bristol and Clifton hosted the Carris Trophy
- / Bristol and Clifton Head Greenkeeper Matt Hawkes
- / Course Manager John McLoughlin and his team at Wallasey hosted the English Women's Amateur Stroke Play Championship

Row 3 (left to right)

- / Course Manager Steven Robinson and the Moortown team (pictured) shared the hosting of the English Amateur Championship Stroke Play with nearby Headingley
- / Malton and Norton Head Greenkeeper Richard Jacques and his team (right) hosted the English Girls Open Stroke Play Championship





Row 1 (left to right)

- / Simon Olver and the Ganton team hosted both the Brabazon Trophy and The R&A's Senior Amateur Championship
- / The English Open for golfers with a disability took place at Whittlebury Park in Towcester
- / Pictured during the hosting of the English Senior Men's Stroke Play Championship at Blackmoor is the greenkeeping team of Dan Jenkins, Mike Williams, Dan Martin, James Norris, Lloyd Gardland and Tom Cable

Row 2 (left to right)

- / Greig Easton and the Hayling team hosted the English Senior Women's Stroke Play Championship on the south coast
- / The English Senior Women's Amateur Championship took place at Market Rasen under the watchful eyes of Course Manager Ben Lowery and his team of Ian Richards, Ashley Lightfoot and Zac Room
- / Rupert Lawrence and the Farnham team hosted the English Under 18 Championship

Row 3 (left to right)

- / The Logan Trophy took place at Thorpeness with the course prepared by the greenkeeping team of Daniel Brown, Warren Rivett, Peter Willett, Andrew Hall, Chris Guy, Wallace Wilson (also at centre) and Aaron Newton
- / The Reid Trophy took place at Porters Park in Hertfordshire under the watchful eye of the greenkeeping team led by Martin Smith



THE NEED TO BE COMPETITIVE

Worplesdon Golf Club
Laurence Pithie MG

- Read this for:
- / Heathland
 - / Tree management
 - / Club management

Worplesdon has consistently retained its top 100 course ranking status within the UK and is one of a number of fine and traditional courses located within Surrey and Berkshire.

Many clubs aspire to be included in this prestigious list and I was interested in knowing more about what it takes to achieve this recognition. Laurence Pithie met up with Club Secretary Chris Lomas MG and Course Manager Paul Robinson to discover more about the progress being made to ensure the club remains competitive. »

Re-designed bunkers on 1st Worplesdon



Drainage being installed on the 6th green



Drainage lines on the 6th green were barely visible after five months

projects have included a rubberised path by the clubhouse and 1st tee. A network of other paths has also been constructed and topped with a granite based O to 6mm grit, which is excellent for walking, golf carts and maintenance equipment.

"However, the three largest projects have been bunker re-modelling, an irrigation reservoir and upgrades to our irrigation system, this in addition to a new staff and welfare unit."

It is the complete renovation of all 70 bunkers that is perhaps the most striking change to the course. This was completed over a three-year programme following an architectural survey and full audit of the site by course architect Tim Lobb. The shaping was completed by Frank Lovell, who worked in conjunction with Tim and the greens staff. All bunkers were lined with rubber crumb; this work completed by Redlynch. Once complete, they were laid with a combination of turf and heather, depending upon the individual design.

Once established, the bunkers were filled with BuckBricks sand, which is a

Our members have great trust in the fact that we can deliver what we promise

medium coarse angular sand of light tan colour. The heather was laid in cubes, often referred to as 'chunking', to give maximum support for establishment and to prevent drought damage.

Paul continued: "During the last lockdown when the course was closed, we decided to drain the 6th green. I said to Chris that we can do this work 'in-house' and once we discussed the plan, time-scale and cost it was all systems go. Turf was cut and removed along each of the drain lines in advance, before boards were set in place for our excavator to work from. It was a typical pipe and fill technique at three metre spacings and into a peripheral drain on the lower side.

"It took two weeks to complete and by the time the course was ready to re-open, the green was perfectly playable."

Four other greens were drained via a Shelton system in 2015-16 and they perform very well. The other major project of late has been the

creation of a 24,000m³ reservoir for storing irrigation water, which is supplied by a borehole and rainfall.

A Grundfos pumping station and Bailoy PC control system allows the club to control irrigation to all main playing areas of the course, while this past year they replaced all of the double row fairway irrigation heads and decoders. Other smaller projects have included further sprinkler head changes, various drainage works, the provision of grass collection pads on most holes and a new putting green. It is also worth noting that this work is in addition to a fairly intensive program of agronomic practices to greens, tees, approaches and fairways to ensure they deliver good playing surfaces for both members and guests.

Environmental challenges

Following on from the success of major tree removal, previously shaded tees and areas of green now have

additional sunlight and better air movement, which in turn leads to improved turf health and reduced fungicide use. Golfers are also able to play recovery shots from areas that were previously dense scrub and woodland.

Paul said: "However, maintaining these areas and re-introducing heather takes time, patience and constant management. Without this it would soon return to gorse, bracken and eventually woodland since heathland is an ecosystem in transition. The re-instatement of heather is and has been an on-going objective. Reducing leaf litter has been a key aspect, along with increased sunlight. There is a strong heather seedbank and by scraping areas back with our excavator and spreading heather brushings, we can re-colonise several areas, albeit it takes time and a lot of prep work."

The addition of two Grillo FD2200s makes this possible. Managing woodland and areas of open heath does take time and the club also works in tandem with Surrey Wildlife Trust to maintain sections of adjacent Brookwood Common. There is also an extensive network of ditches that allows the team to remove excess water from site. These need constantly cleaning out and trimmed and are a vital part of the course. The team recently cleared out large amounts of unwanted vegetation in and around the pond by the 9th and 10th holes, which has made a

We communicate progress, giving members regular updates

positive impact on water quality, as well as being an attractive part of the course.

Member and visitor feedback

I asked Chris how all these course changes have been received by members and visitors.

"In a nutshell, very well," he replied. "Our members have great trust in the fact that we can deliver what we promise and it is clear they can see the benefit. We have all year-round play on our greens, previously wet areas are better drained, turf quality is more consistent and we now have bunkers that not only look better and more natural, but they also provide better and fairer playing conditions and do not flood.

"We communicate progress,

giving members regular updates. Improved course presentation has also helped and now the golfers expect this year-round. This is the new 'norm' and it is up to us as a club to maintain this high standard. Standing still is not an option. We will continue to review our long term plan and implement further changes when necessary. However, we must also remember that the course is there to be enjoyed for both present and future generations. It is a constant journey and one that needs good planning and sound investment."

Summary

Many clubs may aspire to achieve top 100 status or simply raise the bar in terms of playing quality. Not only does this take time but, as Chris

alluded to, it requires strategic planning, a hefty investment, the backing of the club or owner and hiring the necessary skill set to achieve this. A sound infrastructure of equipment, irrigation and maintenance facility are also required if these goals are to be realised.

Worplesdon members may be blessed with a course set within the traditional

heathland belt to the south west of London but they also realised that over time, trees and other features can have a habit of changing the character and playability. Full credit to the club for addressing this issue and completing a number of large projects in a well-organised manner, while staying focused on delivering consistent playing surfaces.



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Changing times for fungicide treatments



Turf management practices have to adapt to reflect the changing climate and disease pressures that brings.

Glenn Kirby, Syngenta UK Technical Manager

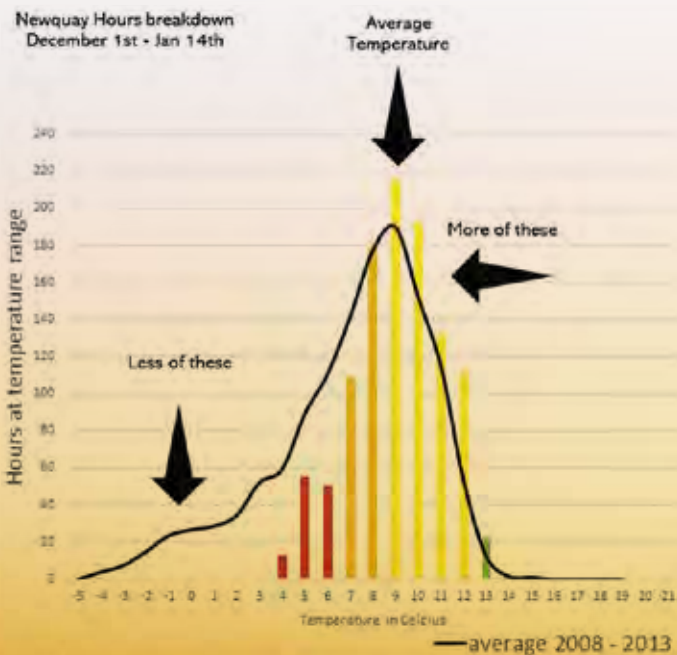
Climate change is undeniably having a profound effect on everyday life across the world.

Whilst global efforts seek to find solutions to mitigate the pace and limit the extent of change, at a local level we have to find ways to manage the implications for turf disease.

It's not so much the headline grabbing hottest or coldest temperatures that has the greatest impact on turf disease. More crucial, is the duration of warmer temperatures through the winter months that are favourable to the pathogen development.

A review of recent recorded winter temperatures in the south-west of England, for example, (Figure 1), shows that from the start of December to

Figure 1. Changing climate is typically seeing winter temperatures with more hours of high-risk conditions for disease



mid-January, there were significantly fewer hours with lower temperatures, below 7°C, and consistently more hours at 9 to 13°C, compared to the average of just a decade ago. There are less hours in the 'cool' range, where disease is slowed, and more in the 'warm' range where it can run riot.

This really reinforces that Integrated Turf Management (ITM), including fungicide programmes, cannot continue in the same patterns they have historically. Furthermore, it highlights the increasing need to better match actions

to conditions as they happen each season.

There is no indication from studies that the microdochium nivale pathogen itself is any more virulent now than it has been historically. However, the combined conditions of wet leaf surfaces and milder temperatures in which it thrives are occurring more frequently and for longer periods — and hence its effects are being seen more commonly and at a wider extent.

Courses that may have experienced low pressure in the past are now experiencing longer periods of higher pressure, while those regularly hit now see infections remaining active for longer through the winter season.

Latest research has shown this doesn't necessarily mean the need for more fungicide applications to cover the risk — although for some courses in high pressure seasons it may, particularly when the mild temperatures continue into January.

However, the timing of applications prior to disease onset is more important than ever. Data from this year's trials at STRI in Yorkshire and ISTI in Ireland have shown the new FR321 combination can prevent disease effects as effectively, or better, than we've seen before.

The trial demonstrated that as soon as conditions turned favourable for disease, particularly with extended

Figure 2. Getting ahead of disease with well-timed treatments can help protect surface quality



periods of leaf wetness as day length shortened, infection on untreated plots went from zero to over 5% in less than 14 days, and doubled again to more than 10% within 28 days. To put that in perspective, 10% of surface area affected by disease equates to over 50m² on an average sized green.

On treated areas, the combination of Medallion TL and Heritage in the FR321 application maintained clean greens throughout this period (Figure 2), with effective control throughout October assessments.

The key is to ensure the selection of appropriate products to the conditions and to get the timing of treatments right to achieve their optimum effect. There is now greater emphasis on recognising intervals must be tightened in warmer periods and regions.

In warmer conditions the duration of protection from any fungicide application is shortened, through a combination of more rapid

weather data now available on the Syngenta Turf website, can help with more proactive decision making on when to apply.

Part of the planning process now has to include ensuring the sprayer is fully working and with sufficient trained operators ready to go whenever required, as well as having products available in the chemical safe to select the appropriate option when necessary.

Continue the Conversation

@syngentaturfUK

Background image courtesy of James Breeze





The Origin Amenity Solutions Turf Science & Technology Centre



Trial plots are designed to replicate fine turf playing surfaces



Kelly-Marie Clack

Home on the Farm

A look inside Origin Amenity Solutions' new base of operations

Karl Hansell, BIGGA

Many changes have occurred in the amenity sector over the last decade, including legislative and climatic, and there are sure to be more on the horizon.

Origin Amenity Solutions, the joint venture from four of the industry's leading companies, has taken up residency in a corner of Essex, where their scientists are taking a proactive approach to the challenges of the future.

At Throws Farm in Dunmow the Turf Science and Technology Centre will provide a working space for research, fine turf trials and industry education to take place. A USGA-constructed fine turf trials area has been constructed that features a fully-operational Rain Bird irrigation

system, native soil ryegrass plots and amenity grass areas. In addition, the centre has onsite greenhouses and a laboratory.

Kelly-Marie Clack is technical and agronomy manager for Origin Amenity Solutions, which is the name of the combined forces of Headland Amenity, Rigby Taylor, Symbio and TurfKeeper. com. Kelly-Marie said: "The amenity sector faces so many challenges in the coming years and the rationale behind the Turf Science and Technology Centre is to provide a platform where we and our industry partners can provide scientific data and innovative concepts to amenity turf management. The results will be determined by climatic and legislation changes, but most importantly they will be led by the people behind amenity management — you."

Both a Davis weather station and a number of Soil Scout below ground soil

sensors are placed in the Technology Centre's fineturf and the native soil areas. The technology will enable the research and development director and trials manager to monitor the health of the turf and soil as well as monitoring disease pressures and environmental factors that may induce these outbreaks. The outcome is to offer integrated turf management (ITM) approaches to pesticide and nutrient applications.

Research will be carried out using replicated and randomised plot designs to produce sound scientific data. The subjectivity of collecting turf quality and disease percentage data will be removed by utilising a light box combined with a bespoke digital image analysis programme.

Kelly-Marie added: "Origin Amenity Solutions wishes to provide the industry with non-biased information about all the products that are applied, whether good

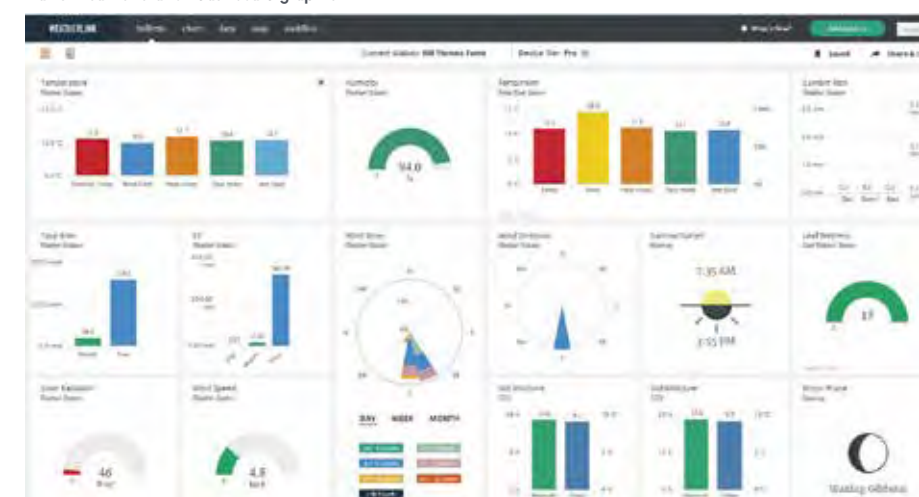
or bad. Performance data is also included because after all, clients want surfaces that look perfect and they expect outstanding performance."

Other technologies such as drainage systems and robotic mowers will be tested on the site, while the Origin team hopes the on-site facilities will play host to education days attended by turf managers across various sectors. The Technology Centre brings together various technologies needed to collect robust data and to understand the stresses that influence turf and soil health. This information will then be analysed and shared with the amenity sector to provide sustainable turf management strategies and therefore futureproofing our industry.

"The industry is fully aware that a lack of understanding can have a huge impact on the amenity sector, for example decisions made around glyphosate," said Kelly-Marie. "The EPA has classified glyphosate as 'not likely to be carcinogenic to humans', but the centre can look at alternative approaches to weed management and the efficacy and cost implication in comparison to glyphosate, providing information to governing bodies such as councils on the impact of not using this product."

The Turf Science and Technology Centre is a major industry investment and one that will bring great benefits. The Origin Amenity Solutions team hope the centre will enable the amenity sector to be proactive, identify trends and react accordingly. With effective, reporting and collaboration across the industry, it will also enable those that work in the sector to stay ahead of the game as legislation changes and new directives come into place.

Davis Weather Station dashboard graphic





Maybug Cock Chafer Dorbeetle

Read this for:

- / Leatherjackets and chafer grubs
- / Nematodes
- / Acelepryn

All of these things can certainly help minimise the damage you see from the grubs

Discussing leatherjackets and chafer grubs with one of the world's leading experts

Karl Hansell, BIGGA

Dr Pat Vittum is one of the world's foremost experts on the subject of leatherjackets and chafer grubs. As professor of turf entomology at the University of Massachusetts, she has undertaken extensive research on turf pests, including the usefulness of preventative techniques.

At Continue to Learn back in 2019 Pat discussed non-chemical management strategies, including discussing their life cycles, ways to monitor activity, cultural strategies that can be used to minimise damage and the status of biological control options.

As the turf management industry in the United States gains a greater awareness of the impact upon the wider world of using synthetic chemicals, turf managers are shifting their activities towards their counterparts in Europe, who rely on non-chemical options, such as biological controls. The reduction in chemicals Stateside also means they are familiar with some of the difficulties turf managers here have faced in recent years.

"In America we have seen how the damage the different species of grubs can do is absolutely devastating," said Pat. "The grubs themselves are feeding on turf roots, often near the end of the summer when the turf is already stressed. But we also have a major problem with what we call secondary pests, such as badgers, racoons, skunks, black bears and all kinds of four and two-legged foragers and scavengers."



Dr Pat Vittum

Like badgers and other predators in Europe, these animals are pulling up turf to get at the larvae beneath the surface — although perhaps in the UK we should be thankful that we don't have bears to contend with.

Ahead of the widespread damage caused by predation, an early indicator of infestation is turf that appears as though it is under moisture stress. This is due to the grubs grazing on the roots, meaning turf is unable to take up the moisture it requires. Unfortunately, a compromised root structure also makes it easier for wildlife to pull up the turf to access the grubs.

"There is some evidence that some of the tall fescues that have deeper root mass are able to withstand feeding a little more," explained Pat. "The more root mass you have, the lower the percentage that has been damaged by feeding grubs, so any plant that has a good root mass is going to do better. Therefore you must provide the best growing conditions that you can for the plant. That includes fertility practices to optimise plant health,

raising the mowing height if you're able to because that will result in a larger root mass and timing irrigation to encourage root development. All these things can certainly help minimise the damage you see from grubs."

Cultural practices such as these are firmly at the forefront in the battle against leatherjacket and chafer grub damage, but where these are difficult or in need of additional support, the lack of affordable chemical products has led to greenkeepers casting a wide net, with a shift towards biological practices. These include beneficial nematodes, bacteria and even fungi that all feed on grubs in different ways — although fungal products aren't currently available on the market.

Nematodes are microscopic roundworms that are split into plant parasitic and entomopathogenic, meaning they cause death to insects. The two branches of nematodes are distinct, having split over 550 million years ago, and so nematodes used to battle insects can never also cause their own damage

to turf, which makes them a useful ally. They are also live when purchased, which can cause its own challenges.

"Firstly, you need to store them in a cool place so they don't begin to foment," said Pat. "In my experience, the people

who have not had good success with nematodes haven't understood the importance of getting water into the system. Provide at least 2.5mm of water before the application and then follow the application with at least half a »



Leatherjackets



Damaged root systems make it easy to peel back turf and reveal chafer grubs

centimetre of water if you possibly can. You need to give those nematodes the opportunity to slide through the water film, down towards the roots where they need to get. The nematodes are too small to get down into the soil without any help, so water really is critical.”

Beneficial bacteria have grown in popularity in the United States, with the most common being *Bacillus thuringiensis* (BT), of which Pat explained there are three different strains, each targeting different insects in the soil. BT galleriae has been commercialised in North America and is effective against chafers, BT israelensis has proven effective against leatherjackets and BT kurstaki is useful against caterpillar species such as cutworms, armyworms or webworms.

These are applied using standard spraying equipment and effective watering both prior to and after application to enable the product to get into the soil where the insects are.

Pat added: “Interestingly, in the United States our environmental protection agency (EPA) designates the various bacterial products, BTs, as being pesticides, so they’re regulated by our EPA. But our EPA doesn’t consider nematodes to be pesticides, so they aren’t regulated.”

A limitation — if it can be called as

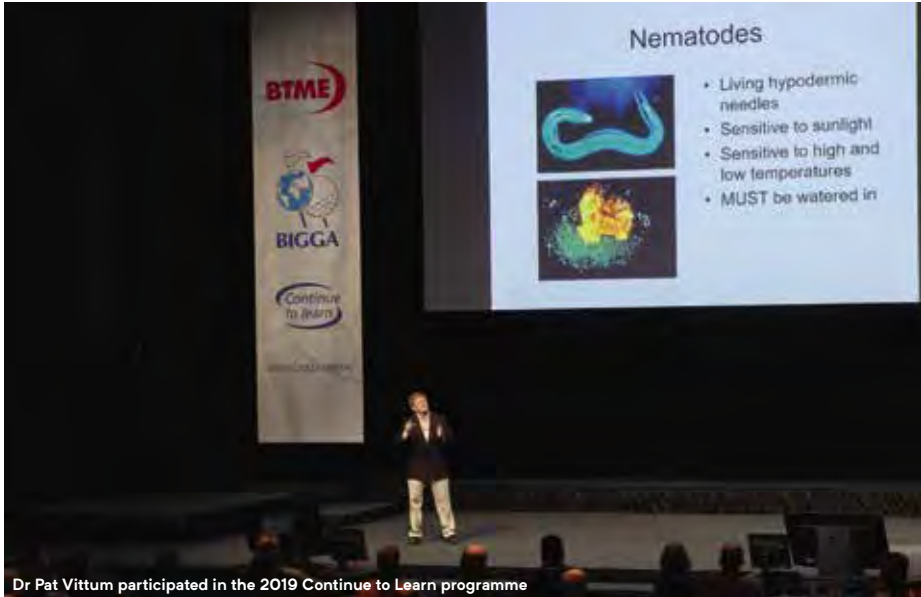
“Quite frankly it’s the best grub control material I have ever worked with

such — of biological methods of control is they are ineffective until the pest species are present on the site. But it’s also important to tackle them as early in their life cycle as possible, when they are

more susceptible to the products that are being used.

One product that has been launched to the market in recent years is the Syngenta insecticide Acelepryn. While not a cheap option, this pesticide has proved to be useful for many turf managers. Pat is a fan of the product and expects it to be used more widely in future.

“We’ve done field work with that product since it was in its early experimental stages,” she said. “I will tell you quite frankly that it’s the best grub



Dr Pat Vittum participated in the 2019 Continue to Learn programme

control material I have ever worked with, and I’m old enough to have worked with chlordane back in the 1970s. The reasons I am excited about it and why it has become very popular in the United States is number one, it is very effective on white grubs; number two, it is virtually non-toxic to vertebrates; and number three, it has no activity against bees, ants or wasps, so it’s not posing a problem to pollinators.

“We have found Acelepryn to be a really effective product for those who can afford it, but it’s very expensive because it’s still under patent protection. What we’ve seen historically with chemicals is that as soon as they lose that patent protection, that’s when the price starts to come down.

“The one thing I do need to mention here is that for those who have used Acelepryn in the northeast United States, it needs to be applied between the middle of April and the early part of June so it has time to be taken into the soil. Applications later in the summer are not nearly as effective, so it’s really important to hit that window.”

Acelepryn has been made available in the UK under temporary Emergency Authorisations and Syngenta is working



Leatherjackets can be very mobile

to achieve broader availability.

For those who aren’t able to use it, Pat offered the following advice: “The message I would give is that if you’re able to pay attention to the details with nematodes, you really can get very good control of those grubs. Go out and take soil samples and as soon as you start seeing small grubs in the soil, get ready to make your nematode application. Then make sure you apply lots of water before and afterwards.

“The other aspect of grub management is managing the secondary pests, so whatever you need to do to be

creative and get the pests to go bother somebody else, that’s going to help.”

For more from Dr Pat Vittum, log into the Members’ Area of the BIGGA website and view Dr Pat Vittum’s session at the Turf Managers’ Conference in 2019, entitled Non-Chemical Strategies for Turf Insects — Leather Jackets and Chafer Grubs.

Head to www.btme.org.uk to find out more about learning opportunities taking place at Continue to Learn 2022.



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A REGULATORY CHALLENGE FOR THE FERTILISER INDUSTRY

Dr Thomas Leppin, head of regulatory affairs at COMPO EXPERT

With the green movement and increasingly green European Parliament restrictions, requirements towards fertilisers and other chemical production are on the rise.

The new European Fertilising Products Regulation (FPR), in force from 16 July 2022, is just the beginning of a comprehensive change the whole European chemical industry will face under the Green Deal.

The new FPR follows the general principle of 'circular economy', which is one of the goals of the Green Deal. The main objectives are the use of organic materials, the re-integration of recycled materials and waste materials into the nutrient cycle and the protection of human health, animal health and the environment.

Against the background of this principle the FPR has become a complex piece of legislation. The regulation distinguishes between 'Product Function Categories' (PFC) and 'Component Material Categories' (CMS).

PFCs define product categories according to their function (fertiliser, liming material, soil improver, growing medium, inhibitor, biostimulant, fertilising product blend).

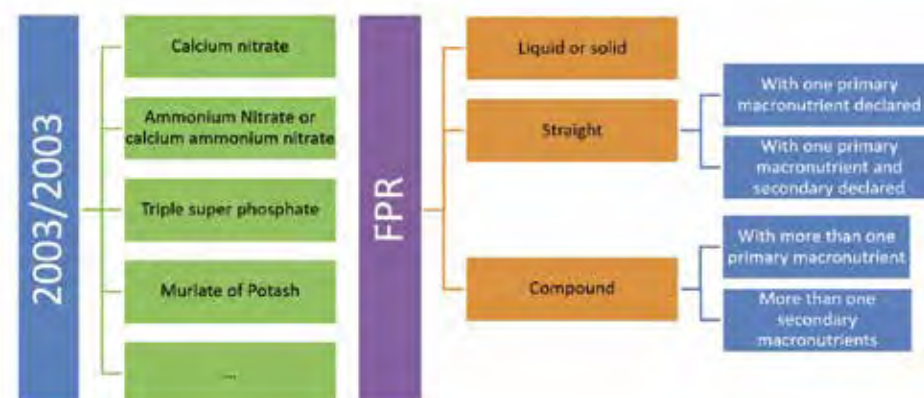
Biological cycle in the circular economy



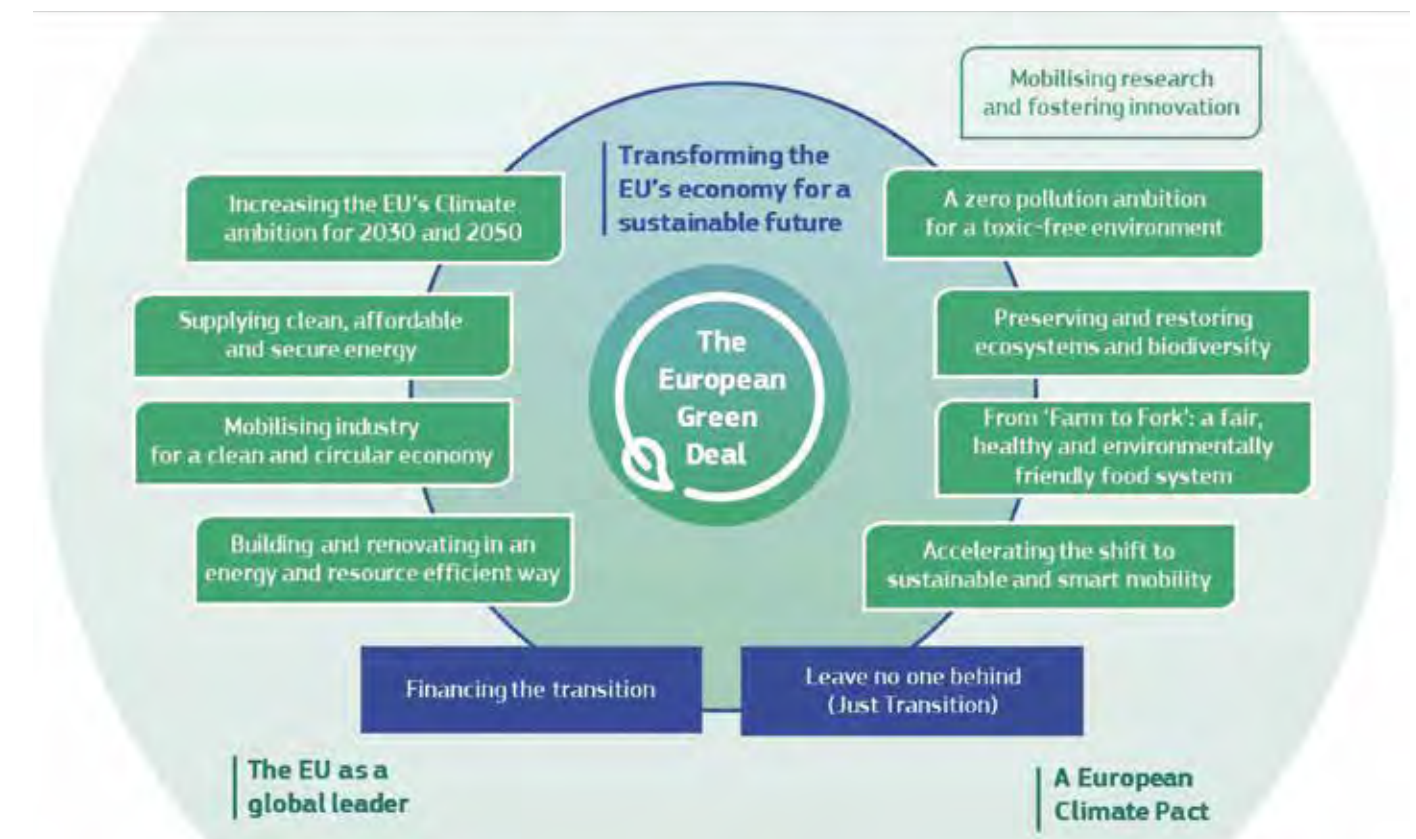
CMCs define components used for production of the above-mentioned product categories. CMCs comprise inorganic raw materials, plant parts and extracts, compost, digestate, food industry by-products, microorganisms,

nutrient polymers and other polymers, animal by-products, industrial by-products and materials from recycling processes such as precipitated phosphate salts, products from pyrolysis, gasification and thermal oxidation processes. But some of these are considered to bring a risk of importing unwanted contaminants into the soil and threaten human and animal health or the environment. With this in mind, the European Commission promotes additional regulatory measures to further reduce potential risks by setting threshold values for potential contaminants in input materials, on top of the existing limits for final fertilising products.

In terms of the Green Deal, the 'Farm to Fork Strategy' and the 'Biodiversity Strategy' will have the most substantial impact on agriculture and the



The EU has laid out its plan for creating a sustainable future



agrochemical industry. With these the EU Commission targets 25% organic farming (7.5% today), 50% reduction of pesticide use and 50% reduction of nutrient losses resulting in 20% reduction in fertiliser use.

For fertilisers, and especially controlled release fertiliser (CRF), the potential restriction of micro-plastic goes hand in hand with the requirements of the new European Fertilising Products Regulation. Coating materials must be biodegradable from 2026 onwards so a substitution of today's coating materials is compulsory if we aren't lose this environmentally beneficial technology completely. The challenge for the fertiliser industry is to find a coating material that keeps its full integrity for the intended release period but degrades promptly afterwards.

It is reasonable to reduce the release of micro-plastic into the environment and this is supported by the fertiliser industry. It is difficult, though, to develop a biodegradable coating material without having proper biodegradability criteria or a biodegradation testing method. These do not exist yet and, according to the new regulation, must be developed by the commission before 2024, two years prior to the ban of non-biodegradable material. Following this there will only be two years for the industry to finalise this challenging development.

Although the new regulation has its

The challenge is to find a coating material that keeps its full integrity for the release period but degrades promptly afterwards.

benefits, by including organic fertilisers, organo-mineral fertilisers or biostimulants and allowing a combination of products, the most prevailing problem is the necessary conformity assessment prior to placing any product on the European market.

Depending on the product's complexity, the regulation requires it to go through an external conformity assessment, conducted by a notified body that has accreditation for that purpose. However, no notified body exists in Europe yet and we have little time until the regulation comes into force. It is foreseeable that some products will not enter the market through the new Fertilising Products Regulation in 2022.

The ambition of the EU Commission to allow customers to have more transparency of fertilising products substantially increases the amount of information given on the label and increases the number of packaging

materials needed. The industry requested optional digital labelling early in 2019 and urged the EU Commission for permission. A project was launched at the beginning of 2021 by the commission to evaluate digital labelling with a potential legislative proposal to be expected in 2023.

The changes in the European regulatory landscape are reflected in the FPR with cross references to other regulatory frameworks, such as the REACH regulation. For many component materials of fertilising products a prior registration is obligatory. But with the current REACH regulation in place without any of the intended revisions done, it is not possible to register some CMC substances, such as polymers.

One regulation obliges them to do a registration of a certain substance while the other one does not allow them to do so. Such conflicts must of course be solved as fast as possible, in order to avoid market disruptions.

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Focus on free-draining fairways to support the demand for year-round play

The demand for year-round playability is putting ever-increasing pressure on greens staff to deliver a course able to withstand the additional rounds of play.

A lot of attention is paid to retaining the quality of the greens over the winter, but perhaps less consideration is given to the influence that the fairways have on the overall game. In this article GKB Machines explore the subject of fairway drainage and how extending aeration programmes and drainage techniques can create a surface fit for the perfect follow-up shot.

In comparison to the variations of profile construction adopted on a club's greens, fairways will tend to be constructed on indigenous soil that will vary greatly in terms of its permeability. If a club is fortunate enough to have primary piped land drainage installed, this is likely to be in the form of a grid or herringbone system, with laterals feeding into a main drain at five, seven or ten metre spacings. The design of this system will be dependant on the soil type, the physical characteristics of the area and



GKB SP300

the whereabouts of outfall locations, but with the same goal of adequately removing ground water.

To speed up the movement of excess moisture from the soil down into the pipe network, secondary drainage is often required. Secondary drainage systems quickly remove water from the surface and feed it into the primary system, ensuring fairways and other playing surfaces retain their ability to host play, even following heavy periods of rainfall. This will typically be in the form of sand slitting, sand or gravel banding and



GKB DTA 160

frequent aeration.

The timing of carrying out any form of secondary drainage is essential. If the fairways are already holding water, the utilisation of machinery to remedy that can often do more harm than good. Try to prevent the issues from occurring in the first place by implementing secondary drainage operations into your maintenance programme, executing it in dry to conditions to maximise its effectiveness.

The GKB Drainmaster has come to the rescue of a

number of golf courses that did not have the budget to carry out a complete renovation, but suffered from excess surface moisture. The Drainmaster channels two or three 40mm wide trenches at half metre spacings, which run perpendicular to the existing underlying drainage system. Soil is removed and transported via a conveyor to an awaiting hopper or vehicle. The hollowed channels, at a depth of 230mm, are then simultaneously backfilled with sand, ready to accept new seed to complete the recovery.

Even with effective primary and secondary drainage networks in place, the movement of moisture is still reliant on the natural permeability of the soil profile and the ability for water to adequately move through the rootzone layer, which is where aeration comes into play. Any issues with heavy fairway soil profiles will be exacerbated through the wet winter months and with the ongoing demand for play, aeration will be required to minimise the issues associated with surface compaction. Regular aeration through the winter will also help to optimise the downward movement of oxygen and any nutrient applications, contributing to more optimal conditions for plant health and meaning you emerge in the new growing season with a stronger sward.

To avoid any detrimental impact to plant health, only aerate in dry conditions. If a window presents itself in the lead up to the wettest winter months, take it and utilise 1-inch tines with a level of heave to match the ground conditions, to open the ground up and create networks ready to drain away any rainfall.

If time and resources allow, following aeration with topdressing is a great way to ensure those networks

stay open and drain freely. Frequent light sand dressings on the fairways can improve the drainage characteristics of the upper rootzone, reduce the amount of organic matter that builds up in the top layer and produce an environment that is also less conducive for worms. A disc spreader such as the GKB Sandspreader is a fast and accurate way to evenly distribute dressing across the fairway.

The amount of additional activity required to create free-draining fairways will largely be determined by their construction and the levels of footfall contributing to surface compaction. However, consider that compaction is much easier to prevent than having to cure it when it has already happened.

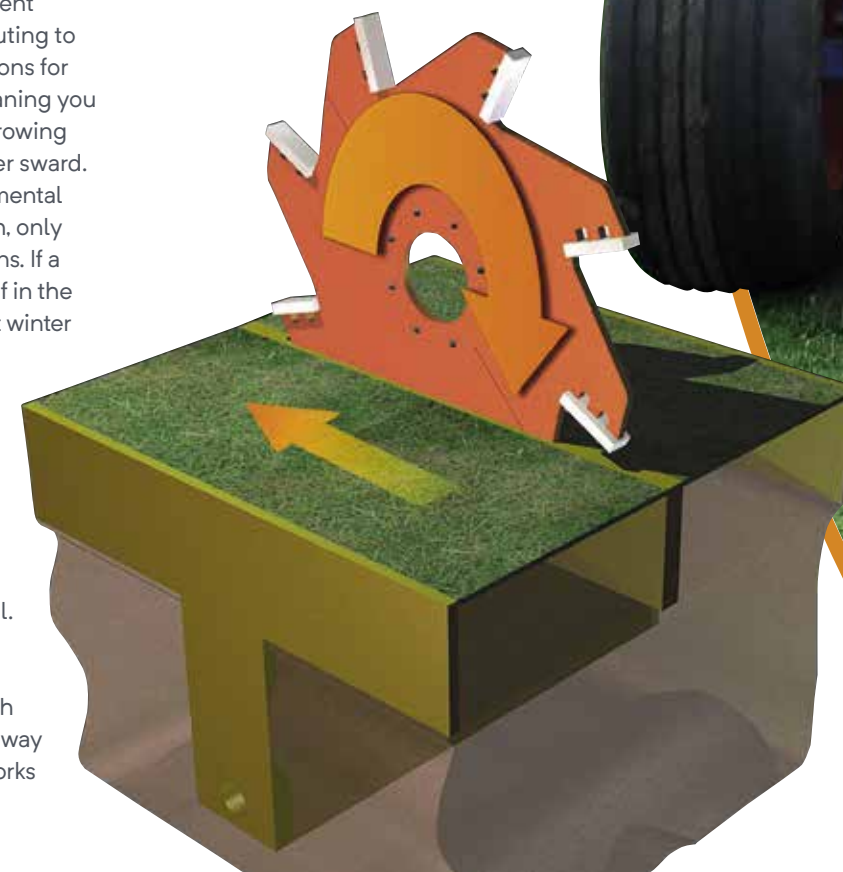
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Right: GKB Drainmaster
Below: Cross section of the GKB Drainmaster



PROTECTING YOUR EXPENSIVE TURF MACHINERY

At GBR Technology we have an established and successful lubricants business providing lubricants into a very wide range of manufacturing sectors, but we stock grades too for use in grass cutting equipment – engine oils, hydraulic and transmission fluids and greases to name a few.

The lubricants you use enable your machinery to function and they protect it against wear and tear. Some people may feel that all lubricants are created the same, but this isn't the case. The explanation comes down mostly to the base oils that are used. More refined base oils will resist oxidation for longer and that means better protection for your equipment over the long run.

Essentially, lubricating oils contain base oils and additives. Both are vital components, but the thing that distinguishes products formulated for the same purpose is generally the quality of the base oil.

At the elevated temperatures experienced in use oil will start to oxidise. Over time they darken, change viscosity and build up acidity, which means they don't protect moving parts as well, wear increases and the acidity can also cause corrosion of surfaces.

Base oil types

What are the variations that are used in oils? Hydrocarbon base oils are classified into four groups, each with better inherent oxidation resistance than the group number before it:

Group I oils

These use a solvent-refining process to improve the properties of the oil, removing some of the unsaturated reactive components and some of the undesirable sulphur compounds.

Group II oils

These use a hydrotreating process to better refine the oil. These oils have less odour, colour, unsaturates and sulphur than Group I oils and have better oxidation resistance and higher viscosity index (more on this below).

Group III oils

Additional steps compared to Group II refining, take the oil to an even higher quality with yet superior properties.

Group IV oils

These are synthetic oils made from poly alpha olefins (PAOs). They are significantly higher priced and will have the best overall properties.

Recycled oils

As well as the above oils, products may also contain recycled oils — or a certain percentage of recycled oils — this is normally the case with cheaper products. Recycled oils may be cleaned and filtered or may have undergone re-distillation. Either way the properties of recycled oils are generally not as good as virgin oil and they can be used to lower the raw material cost of the product.

Semi-synthetics

We should also cover the use of the term semi-synthetic oil. In the UK this can cover a range of products of really very different quality. Often it covers a product which contains some synthetic oil (say Group IV oil) along with conventional mineral oil, but the ratio of each could vary greatly between products and the conventional oil could be from Group I, II or III. The product could also contain recycled oil along with Group IV oil. In some cases, Group III oils can be classified as semi-synthetic due to the degree of chemical reactions that are used in making the oil. In short, it's far from a clear picture and the term should not be relied on alone when assessing oil quality.

Viscosity index

Different oils will change viscosity to different extents as their temperature is altered. This term is called viscosity index (VI). When you heat an oil the viscosity drops and it becomes runnier. In an engine an oil needs to work well on start-up when it's cold (including in winter!) and at its operating temperature, when the oil gets thinner. If the oil is too thick or too thin then it won't protect as well. Higher VI mean less change in viscosity with temperature, which is a good thing! VI increases going from Group I to Group IV base oils.

Approvals

Some original equipment manufacturers (OEMs) will issue formal approvals to certain products produced by the lubricant manufacturer. However, in many cases the OEM will not issue approvals — they may have their own badged oils or assert that the oil must meet a certain 'specification'.

Specifications

In most cases the OEMs refer to products meeting certain specifications rather than named products that meet their approvals. In this case a product that meets the listed specification may be suitable for use and you will generally find the list of specifications a lubricant meets on the technical data sheet for that lubricant. Outside of warranty periods there may be more flexibility on what product to use but it is still vital that the product selected is designed for the job in hand.

Brands

Knowledge of the different manufacturers and brands out there and their general quality and reputation can often be useful, but this does take time and acquired knowledge. Each manufacturer or brand may also have several different ranges. Over time you may pick up enough information to know where you might position say Texaco, Castrol, Petro-Canada, Gulf or Total and the many lesser-known brands and smaller blenders in terms of quality but it might be far easier to pick the brains of someone you trust in the industry!

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INDUSTRY NEWS

Llanymynech receives butterfly funding

Llanymynech, which straddles the English and Welsh border, has been given a grant of £91,000 to safeguard rare butterflies.

The golf club is part of Llanymynech Hill and has rare bryophytes — a type of plant — that makes it one of the best sites for butterflies in Wales, with the very rare pearl bordered fritillary recorded there recently.

The project is one of 29 across Wales that will benefit from the Nature Networks Fund, unveiled in March.

Andrew White of The National Lottery Heritage Fund in Wales said: "From

restoring wetlands to creating rich habitat for wildlife to flourish, it is vital that we preserve and rebuild our natural heritage.

"The Nature Networks scheme, in partnership with the Welsh Government, will allow projects to carry out direct conservation, which is essential in protecting our biodiversity and will also increase public awareness of how and why we need to protect our future."

The Llanymynech project will clear scrub and reintroduce grazing using both sheep and cattle. It will also restore and then manage



Llanymynech is home to rare species of butterflies

areas of bracken that are infested with bramble.

Head Greenkeeper Sean Borrett said: "The golf club is

delighted to be able to improve conditions for the rare plants and butterflies at Llanymynech Hill."

Lobb announced as architect president



EIGCA Vice-President Caspar Grauballe and President Tim Lobb

Tim Lobb has become the 12th President of the European Institute of Golf Course Architects (EIGCA).

Elected as president at the 2021 AGM on 13 October, Tim pledged to focus his term on the importance of design in the future of golf.

He said: "We golf architects have the power to shape the future. We need to design courses that are relevant in

our modern day society. It is our chance, in a post-COVID world, to bring families and young people into golf. We must create the facilities that make golf interesting and fun.

"I will use my term as EIGCA President and the platform this provides to drive ahead with the message that the design of a course is fundamental to safeguarding the future of golf."

Bullying claims lead to pay-out

A greenkeeper won an unfair dismissal claim for £13,000 after he was told by the club captain: "Do what you are f*ing told."**

The Daily Record reported how greenkeeper John Kelly was shown "utter disregard" when forced out of his role, at Prestonfield, which he had undertaken for 12 years.

A judgement cited the unreasonable behaviour of

the club's captain Ian Cowen as key to the club being ordered to pay £13,817 in compensation for constructive and unfair dismissal. The award included £7,000 for injury to John's feelings caused by his whistleblowing.

In March 2020, at the start of the pandemic, Cowen had called a meeting "threatening" the greenkeepers to take furlough.

Major resorts sold on same day to American investors

The Wall Street investment bank Goldman Sachs is to become the new owner of four-time Ryder Cup venue The Belfry.

According to Sky News, the price is expected to be in the region of £140 million, which is £40 million less than private equity firm KSL Capital Partners paid for it in 2012.

In 2013 The Belfry received a £26 million renovation and

in 2019 it was named the world's best golf hotel.

The Slieve Donard Resort and Spa in Northern Ireland is also to be sold to American buyers after it was announced that Adventurous Journeys Capital Partners has purchased the hotel.

AJ Capital Partners will operate the resort under its Marine & Lawn Hotels & Resorts brand.

Symbio expands technical team



Gary McKenna

Soil biology specialist Symbio has expanded its technical team with the appointment of Gary McKenna and Richard Sheppard.

Gary is a former course manager and is an active part of the greenkeeping community in Scotland, while Richard returns to the company after completing qualifications in turf science and sportsground management and a degree.

Symbio Business Manager Kerr Hunter said: "I am



Richard Sheppard

delighted to have Gary and Richard at Origin Amenity Solutions and representing the Symbio brand. They have a wealth of experience and knowledge that benefits our customers and their business.

"As the use of biologicals and biostimulants grows, it is vital we have the right people providing advice and support."

Symbio is part of Origin Amenity Solutions and works with over 1,200 sports turf facilities across the UK.

£200,000 given by foundation

The FairWays Foundation has awarded over £200,000 in funds since it was launched.

The grants have been awarded to a varied cross-section of environmental projects in the UK and USA.

The funds are available as a result of Aquatrols committing to transferring a percentage of sales to The FairWays Foundation. Successful grant projects range from butterfly and bird garden rehabilitation and establishing pollinator wildflower patches to assistance for turf acreage verification, a wash pad bioswale and general ecology improvements.

Matt Foster, CEO of Aquatrols and president of The FairWays Foundation said: "I could not be prouder of the efforts from the team at The FairWays Foundation. In two years we will have awarded over £200,000 to

industry operators dedicated to making a difference in their community. That is no small commitment.

"We also understand making a difference locally takes tremendous grit from a local champion. It might be a greenkeeper or programme volunteer, but without their will these projects would never move forward. Our message to those out there with a will for a healthier environment is that the FairWays Foundation can help you get there, so please apply for funding."

Chester is one golf club to have accessed funding through the scheme. The funding will enable the club to clear an overgrown pond to make it more habitable for wildlife. They will also construct a log habitat for hibernation and will be instating bug hotels, bee hives and wildflower areas.



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Across: 1 Free, 4 Speak,
8 Spa, 11 Primp,
12 Concave, 13 Dewy, 1
4 Deformed, 16 Joyful,
17 Unwise, 20 Christen,
22 That, 25 Explain,
26 Jumbo, 27 Tea,
28 Sloth, 29 Rank.
Down: 2 Railway,
3 Espy, 5 Pinpoint,
6 Alarm, 7 Spud,
9 Acres, 10 Needle,
15 Outsmart, 16 Jacket,
18 Inhuman, 19 Meant,
21 Repel, 23 Thor,
24 Ajar.

Easy

1	9	6	5	4	3	7	2	8
7	4	8	9	1	2	5	6	3
2	5	3	7	6	8	1	4	9
8	3	2	1	7	9	4	5	6
4	7	5	2	8	6	9	3	1
9	6	1	3	5	4	2	8	7
5	8	9	6	2	7	3	1	4
6	1	7	4	3	5	8	9	2
3	2	4	8	9	1	6	7	5

Hard

6	5	4	1	8	3	2	7	9
1	8	9	6	7	2	3	5	4
7	3	2	4	5	9	8	6	1
8	6	3	9	4	7	1	2	5
4	7	1	2	6	5	9	3	8
2	9	5	3	1	8	6	4	7
3	4	8	7	2	1	5	9	6
9	1	7	5	3	6	4	8	2
5	2	6	8	9	4	7	1	3



1963

HISTORY OF GREENKEEPERS' ASSOCIATIONS

1963

The first meeting of a Joint Council for Golf Greenkeeping Apprenticeships was held at Bingley on 8 April – a positive move at last.

Many people have made great efforts to help greenkeepers further education and training, but it took a long time for authorities to recognise and become involved. Over the years greenkeepers



1963 The new Sisis "TRULUTE" rubbing in topdressing on a cricket wicket. The cutting edge is in action

have been responsible for training themselves. City & Guilds qualifications for trades were first founded in 1878 and it took nearly 100 years before they recognised turfcraft as a trade or profession.

In Scotland the first mention we have of greenkeeper education is a series of lectures held between 1920 and 1928. There were six lectures each year, attended by greenkeepers from all over Scotland. These lectures were put into booklet form and given to all members of the SGGA and at the end of the year an examination was held. This by all accounts was pretty stiff, but there was a pass rate of over 60%.

After the Second World War various Scottish Golf Greenkeeper Association (SGGA) committees made attempts to have an apprenticeship scheme set up, but it wasn't until 1963 that the Joint Council for Greenkeeper Apprenticeships was set up. The council consisted of representatives from the British Golf Greenkeepers Association (BGGA), SGGA, BGGA Wales, English Golf Union (EGU), Scottish Golf Union (SGU) and the STRI. The aim was to provide for the systematic recruitment and training of greenkeepers on golf courses.

The first registered apprentice in Scotland to gain qualifications was David Gall from Buchanan Castle, who



1963 J Gillett (St Anne's Old Links) winner of the STRI Cup in the Monday morning competition at Royal Birkdale

eventually finished up as course manager at Cardross Golf Club.

An article in the May magazine was a reprint of one published in Golf Monthly, whereby the correspondent compared the clubs on full membership as more people took up the game. Professionals were selling equipment faster than they could buy it, tournament professionals had the chance to earn lots of money and golf was awash with cash — all except for the men who made the whole thing possible, the greenkeepers. The writer went on to talk about a crisis in the trade — although no one recognises it as a trade — and the possible ramifications for all those concerned unless changes were made to improve the lot of the greenkeeper.



1963 Southern Section prizewinners with some of their admirers at Royal Birkdale

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

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