

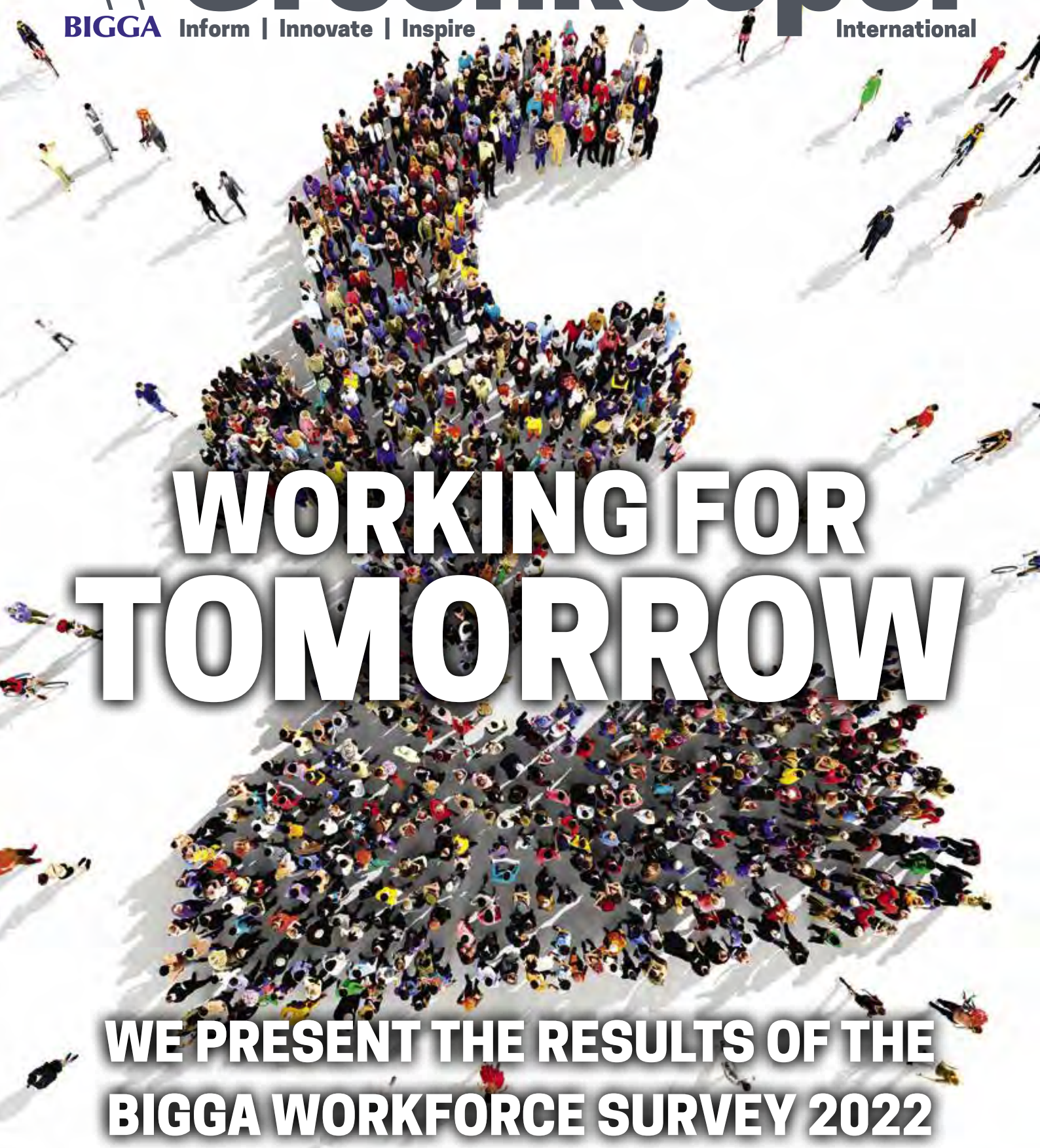


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BIGGA Photographic Calendar 2022: July's image was taken by Laura Sayer-Hall at Ardfin

# WELCOME

We have been talking for years of the need for turf managers to make decisions on the basis of objective data, the old adage being 'what we measure, we can manage'.

The obverse is clearly true and we cannot confidently manage that which we don't fully understand. I'm delighted therefore that within this magazine we are able to present some incredibly robust data that lays bare some fairly frightening statistics on the challenges that exist within our profession.

There are some startling revelations. We know anecdotally that there are major challenges regarding the retention and recruitment of staff and also that pay, conditions and welfare are major contributors, but to see in black and white that around 35% of greenkeepers are



Chief Executive Jim Croxton

looking for work outside the industry is truly a concern.

Equally, finding out that only one in five facilities are equipped for female staff members makes a mockery of the sport's ambitions to improve equality and diversity.

But the key question is what do we do with this information so as to make a difference? To overcome the challenges laid out in the survey will need an integrated approach by the whole sport. This will need to clearly lay

out the challenges, create targets and devise plans to achieve our ambitions.

We as an Association will play our part and I know members will do so too, but we will need the support of managers, clubs, golfers, the media and governing bodies if this is to be a success.

BIGGA will take this report and present it to the organisations that run the sport and I would urge all our members to do likewise within their own clubs.

The 150th Open this month presents, as ever, an extraordinary shop window for our sport and our profession.

In these pages, Gordon McKie explains how measures are being taken to improve the sustainability of the Old Course and similarly we must take our chance to improve the sustainability of our profession.

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benevolentfund@bigga.co.uk

# INSIDE THIS ISSUE

## Editor's Notes



Greenkeeper International editor, Karl Hansell

### I've been playing golf in one form or another for about 15 years now.

As a young lad making a career in journalism for myself, my relationship with golf has been in fits and starts. And if I'm being truly honest, I've always been pretty rubbish. I've got the usual excuses — a bad shoulder, for example — but truth be told, even though I've spent such a long time playing the game, I'd never learnt how to do it properly. So this year I made the resolution to buy some golf lessons and, shock horror, I'm actually making progress. Don't get me wrong, there's still a long way to go, but for the first time ever I have a swing that doesn't make my playing partners dive for cover.

I started thinking, if this applied to golf, how come I wasn't applying the same principles to my career? I've been in the journalism game for about 10 years and things have changed a lot since I graduated from journalism college in 2011! I've completed all the qualifications, but what I hadn't been doing was getting involved with regular learning and development opportunities.

Opportunities for bitesized learning on a regular basis would help me keep improving and raise my awareness of shifting trends and developments.

The world is changing quicker than any of us can keep up with and we'll all fall behind unless we make a concerted effort to invest in our own knowledge. As someone who hasn't dared put a full tank of petrol in his car in some time, I've found it interesting speaking to greenkeepers who have the same problem, but must also contend with scarcity of fuel and increasing costs. That's what makes this month's preview feature looking at The Open particularly interesting: it's time for us all to do things differently and it's great to see the game's leading ambassadors raising awareness of this among the golfing public.

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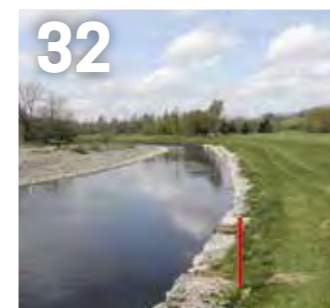
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## Useful Information

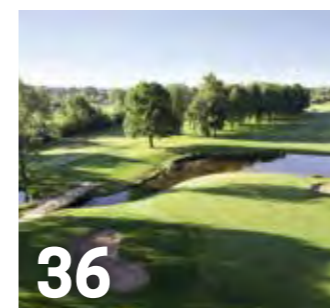
**80 Recruitment:** Take the next step in your career with the latest vacancies.



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13th Hole at The Country Club photo by Fred Vuich, USGA

TALKING POINTS

# Reflecting on the US Open

How Dave Johnson and his team made history at the grandfather of American golf courses

Karl Hansell, BIGGA

**The Country Club at Brookline is on the Mount Rushmore of American golf courses.**

It's known as the birthplace of amateur golf in the country, stemming from Francis Ouimet's US Open victory in 1913 — Ouimet was an amateur whose home was just beside the course.

Responsible for the maintenance of

the course today is Dave Johnson, a lifelong Massachusetts resident who joined The Country Club in 2018 after a stint at Wianno Club.

Ahead of the event Greenkeeper International went behind the scenes of last month's US Open to learn more about the team that made this major championship possible. »



Maintenance underway at The Country Club at Brookline Photos by James Sylvia/Courtesy of GCSAA



Dave Johnson Photo by James Sylvia/Courtesy of GCSAA

**GI:** How does it feel to be responsible for the most important asset, the golf course, at such a historic club?

**DJ:** It's very rewarding and I consider myself very lucky to be here. It's a special place in America as it's where golf took off in this country. A lot of that history is still very present when you come to this property and I pinch myself because it's just a blessing to be here.

Every decision we make, we try to be true to the history of this club and not change or alter it. When we were preparing for the championship, we used historical photos to recapture things that used to be there but had been taken away. The feeling you get when you come here is that it's special. It feels like stepping back in time and anything we do out on the golf course, we try to enhance that feeling.

“ Every decision we make, we try to be true to the history of this club and not change or alter it.

**GI:** There's going to be a two-tee start on the opening two days of the championship. How will that impact your morning set up?

**DJ:** We have to have the first and 10th tees ready for a 6.45am start. We're bringing in 100 volunteers to help our

staff of 36 have the front nine and back nine prepared for that tee time. The challenge is our facility is smack in the middle of the golf course, so we'll need to get most of the staff back here before 6.45 so there isn't a lot of traffic on the course. We're going to start at 4am, get out on the course by

4.15am and by 6.45am we'll be 90% done, minus the set-up crew and maybe a little watering. Then we'll be working in the evenings to get all the other detailing done.

**GI:** What's going to be your height of cut for the event?

**DJ:** Our greens are cut at 0.11 inches (2.79mm), our fairways heights are 0.3 inches (7.62mm) and approaches and tees are 0.25 inches (6.35mm). The height

of cut in the rough right now is three inches (76mm) and around all our greens for the tournament the rough will be close to five inches (127mm). Some of the shorter holes will have no primary rough and will go right to five inches.

The greens and fairways are a combination of mainly Poa annua mixed with some bentgrass. It's an old golf course so we take care of it, but I have a love-hate relationship with the Poa. When it's treated well and acting nice, it's a great surface to putt. It's just during those trying times in winter or the heat of summer when you've got to baby it along.

To me it gives an old feel to the place, because you see all these different strains of grasses growing everywhere

with different colour variations. I look at it like it's an old property with old grasses and there's a million things growing over here.

**GI:** What is your daily maintenance schedule on the greens ahead of the US Open?

**DJ:** We've just been single cut, walk mowing the greens and rolling them every day. Then we've toppedressed every 10 days. It hasn't been a great growing spring so we haven't been as aggressive with our verti-cutting programme and toppedressing. But we haven't had to scramble and we're prepared.

Our green speeds leading up to the championship are around 11.5 feet every day. Our target is to get to around 13 »

“ I have a love-hate relationship with the Poa. When it's treated well, it's a great surface to putt.



The Country Club's greenkeeping team

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At the conclusion of the championship, Dave was presented with a new award, the E J Marshall Platter, by USGA CEO Mike Whan

feet in the morning and we think we can achieve that without altering much on our programme, just by double cutting and rolling. Our greens are small and that really limits where our pin locations can go.

**GI: US Opens don't come around very often so how are you feeling ahead of the event?**

**DJ:** I'm very excited. We've been preparing for so long that we're ready and we aren't scrambling. In our morning meetings I look at our 35 team members and I just encourage them to keep doing exactly what they've been doing. I say don't get overwhelmed by what's going on around us. We are professionals and we know how to do it. Keep doing exactly what you're doing and we will be fine.

**GI: With 4am starts and working late into the evening, how do you keep the team motivated and operating to the high level that you require?**

**DJ:** We want to make sure the experience for all our volunteers and staff is great, so we have education that

we're going to provide after the morning shift. Then we have facilities to watch golf at our compound as we're actually in the landing zone of the 14th fairway and we have a nice viewing deck to watch golf. We'll have other things to help them relax and networking opportunities for everyone and our goal is that after seven days of giving us all their time and energy, they leave with a sense of accomplishment and gratitude to us.

**GI: What do the championship days look like for you?**

**DJ:** I haven't lived one yet, but my plan is to hopefully sit back and enjoy it. My family is coming and my wife and two daughters will actually be volunteering with the USGA staff. They'll be on property and I want to spend some time with them because I owe a lot to them. I've given a lot to this club and it's the support of my family that's allowed me to do that. I also hope to spend time with our 100 volunteers and supporting friends who have helped make all this happen.

**GI: With all respect to Wianno Club, The Country Club at Brookline is a big step up. How**

**did you convince them you were the one for the job?**

**DJ:** I stayed true to myself throughout the interview process. There was a big pool of applicants and I just kept telling myself, they either want me or they don't.

When I joined, the biggest thing I had to learn was the magnitude of the place and get to know the people, such as the leadership team. I had to establish relationships with the people, then the committees and then finally I could get to know the property. That was a big learning curve for me, but I approached it one step at a time by checking things off and then moving on to the next one. It became overwhelming at times and I had to pull myself back and just focus.

**GI: How do you move from being a greenkeeper to being a high-level operator or director?**

**DJ:** It wasn't easy for me and I still find it difficult. I think before you make the decision you must think about what you love about your job. Do you want to be sitting at a desk preparing budgets, going to a lot of meetings, selling

your programmes? Or do you want to work at a smaller club that doesn't require as much of that detail? I would prepare for that adjustment better as I didn't really think about it that way — I just thought 'wow, I'm going to the most historic club in America!'

**GI: Are you an extrovert or an introvert?**

**DJ:** I'm somewhere in between. I'm mainly an introvert, but I can come right out and talk if I have to. My title is director of grounds and I was hired by David Chag, who was general manager at the time. Many times in my first couple of years he would say 'Dave, you are now a director and you shouldn't be out there digging ditches'. That was a big learning curve for me because my love is being out in the field.

**GI: After the adrenaline of hosting the US Open is over, how do you motivate your team to go again?**

**DJ:** That is going to be difficult. We've been really focused on the lead up and keeping morale where it needs to be and keeping everyone focused on doing what they need to do. I've been coached by David Chag, our general manager Kristen LaCount and director of golf Brendan Walsh. They said the day after the event has finished can be very depressing. The show is gone and it's only us standing here at the end. I need to coach my team through that feeling and make sure they know we're going to be alright. We're going to get through it because we're going to have a lot of work to put everything back together again.

**Best of luck from everyone at BIGGA to all the team at The Country Club at Brookline and to all the volunteers who are helping prepare the course for the US Open.**



# BIGGA NATIONAL CHAMPIONSHIP

Enville Golf Club

10 — 11 October 2022



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# ACROSS THE BOARD

Steve Lloyd | BIGGA Chairperson | Course Manager | The Worcestershire

With fuel prices sky-high, it is extremely timely to discover that the team at St Andrews will be using electric mowers on the greens during The Open this month.

Moving away from petrol and diesel engines will make life easier for greenkeepers and there are many benefits to using electric equipment.

I imagine the St Andrews team and The R&A have looked closely at it and realised they need to lead the way in all matters relating to sustainability. By proving that championship standards can be created using clean energy, it sends a great message to the rest of golfing industry.

We're doing our bit at The Worcestershire by buying electric hand tools and looking at hybrid greens mowers. Having the infrastructure in place will be key but when our equipment comes up for replenishment, we'll be looking to use sustainable fuel sources. That will become increasingly important if fuel costs continue rising.

Last year BIGGA did some incredibly important lobbying work that has enabled golf courses to continue using red diesel. I spoke to my board last year and explained that if we had to switch to white diesel, it would cost us an extra £7,000 this year. With the current price of fuel, if we'd gone to white diesel then that number would now have doubled again and we'd be



Image courtesy of @WorcsGolf

“Working conditions and employee wellbeing must improve and BIGGA will use this valuable data as we continue lobbying on our members' behalf.

looking at a £14,000 increase on our fuel costs, which is approximately twice what we were spending before.

This means that we have to be efficient with every litre of fuel that we use. We had a dry and warm spell last week and we could have cut the fairways twice. But with the dry spell continuing, we chose to only cut them once.

We've reined back our usage a little bit, but obviously we still have to produce the golf course to the best of our abilities for our members.

Rather than mowing, we're increasingly managing our grass growth by using Plant Growth Regulators. I've also spoken to my board of

directors and said that although the budget was set last January when things were great, there is going to have to be some wiggle room. I explained how we would either overspend on fuel or we would have to cut back on other things. If that means we do less topdressing or one fewer herbicide application to deal with clover, then it's going to have a detrimental effect on the product.

It's a balancing act and although our club is in a good financial state and can hopefully ride it out, other clubs perhaps aren't so lucky.

Other aspects are related to these challenges too, such as the availability of spare

parts. We've got some equipment that is sat waiting for a replacement tyre. It's been out of action for six weeks and I've been told I can't get a replacement until August. I also can't get one from anywhere else, so the equipment is out of action and will have an impact on what we can achieve.

From a course manager's perspective, it is critical that you are communicating regularly with the senior management at your club and ensuring they are aware of these issues.

Related to this is the work BIGGA has been undertaking regarding salary and conditions for greenkeepers. I am one of more than 1,300 greenkeepers who completed the recent survey that BIGGA produced. It is important to take part in initiatives like this as it provides hard data that we can use to fight our corner and add weight to the message. That's why the questionnaire was so in depth and our thanks go to everyone who took part.

Now we have this data, we need to put it into a format that is simple to break down and be shared with other governing bodies in the industry. The data we gathered touches upon topics that BIGGA has been talking about for some time. Working conditions and employee wellbeing must improve and BIGGA will use this valuable data as we continue lobbying on our members' behalf.

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# WHAT'S ON

## BIGGA Open Volunteer Support Team

**When:** 13 to 17 July  
**Venue:** St Andrews Links, Fife

Almost 50 BIGGA members from across the UK and further afield will get a money-can't-buy view of The 150th Open this month as they join the BIGGA Open Volunteer Support Team.

Having undergone a selection process, the BIGGA members are invited to support the St Andrews home greenkeeping team by providing bunker raking duties throughout the championship, in addition to being on hand to support in other ways if required.

For the members of the team the experience begins on the Wednesday evening prior to play getting underway, with a welcome from The R&A and St Andrews team taking place on the course. There'll be plenty of nerves for those BIGGA members who are joining the support team for the first time, but that soon switches to excitement as individuals are assigned matches to rake.

For some, it will mean an extremely early start on the opening days of The Open. For one lucky BIGGA member, they'll get to join the match at the conclusion of the championship that sees this year's Champion Golfer of the Year crowned. All of them will join a fantastic team of BIGGA members and enjoy an experience they will never forget.

If you're interested in finding out more about the BIGGA Open Volunteer Support team, follow our social media channels throughout the event. Applications for The 2023 Open at Royal Liverpool will open later in the year.

## GET INVOLVED WITH GREAT EVENTS IN YOUR REGION

### Scotland and Northern Ireland

- 1 Northern Ireland Golf Event**  
Date: 19 August  
Location: Donaghadee
- 2 Scottish Golf Tour Championship**  
Date: 25 August  
Location: Royal Dornoch
- 3 BIGGA Scotland Greenkeeper Industry Career Day**  
Date: 5 October  
Location: Auchterarder
- 4 Northern Ireland Education Day**  
Date: 27 October  
Location: Belvoir Park
- 5 BIGGA Conference – Scotland**  
Date: 15 November  
Location: Stirling Court Hotel
- 6 Scotland & Northern Ireland Awards Lunch**  
Date: 7 December  
Location: Stirling

### Northern

- 1 Sheffield Section Summer Golf Day**  
Date: 5 July  
Location: Matlock
- 2 Yorkshire Section Summer Golf Day**  
Date: 7 July  
Location: Cookridge Hall
- 3 Sheffield Section Autumn Golf Day**  
Date: 22 September  
Location: Wortley
- 4 BIGGA Conference – North**  
Date: 17 November  
Location: Elland Road (Leeds United Football Club)
- 5 Sheffield Section Christmas Golf Day**  
Date: 8 December  
Location: Coxmoor

### Central England

- 1 BB&O Golf Day**  
Date: 13 July  
Location: Mill Ride
- 2 East of England Golf Day**  
Date: 28 July  
Location: Normanby Hall
- 3 East Midlands Par 3 Completion**  
Date: 10 August  
Location: Beedles Lakes
- 4 BIGGA Midlands Golf Day**  
Date: 30 September  
Location: Robin Hood
- 5 BIGGA Conference – Central**  
Date: 10 November  
Location: Villa Park (Aston Villa Football Club)

### South West and South Wales

- 1 Devon vs Cornwall Golf Day**  
Date: 7 July  
Location: Honiton
- 2 South West Summer Golf Day**  
Date: 19 July  
Location: Bristol and Clifton
- 3 Devon and Cornwall Summer Golf Day**  
Date: 27 July  
Location: St Mellion
- 4 BIGGA South Wales Summer Golf Day**  
Date: 28 July  
Location: St Mellons
- 5 BIGGA South West Turf Club**  
Date: 5 October  
Location: Clevedon
- 6 BIGGA Conference – South West and South Wales**  
Date: 8 November  
Location: Somerset County Cricket Club
- 7 South Wales Turkey Trot**  
Date: 7 December  
Location: Pennard

- 8 Devon and Cornwall Turkey Trot**  
Date: 8 December  
Location: Ashbury

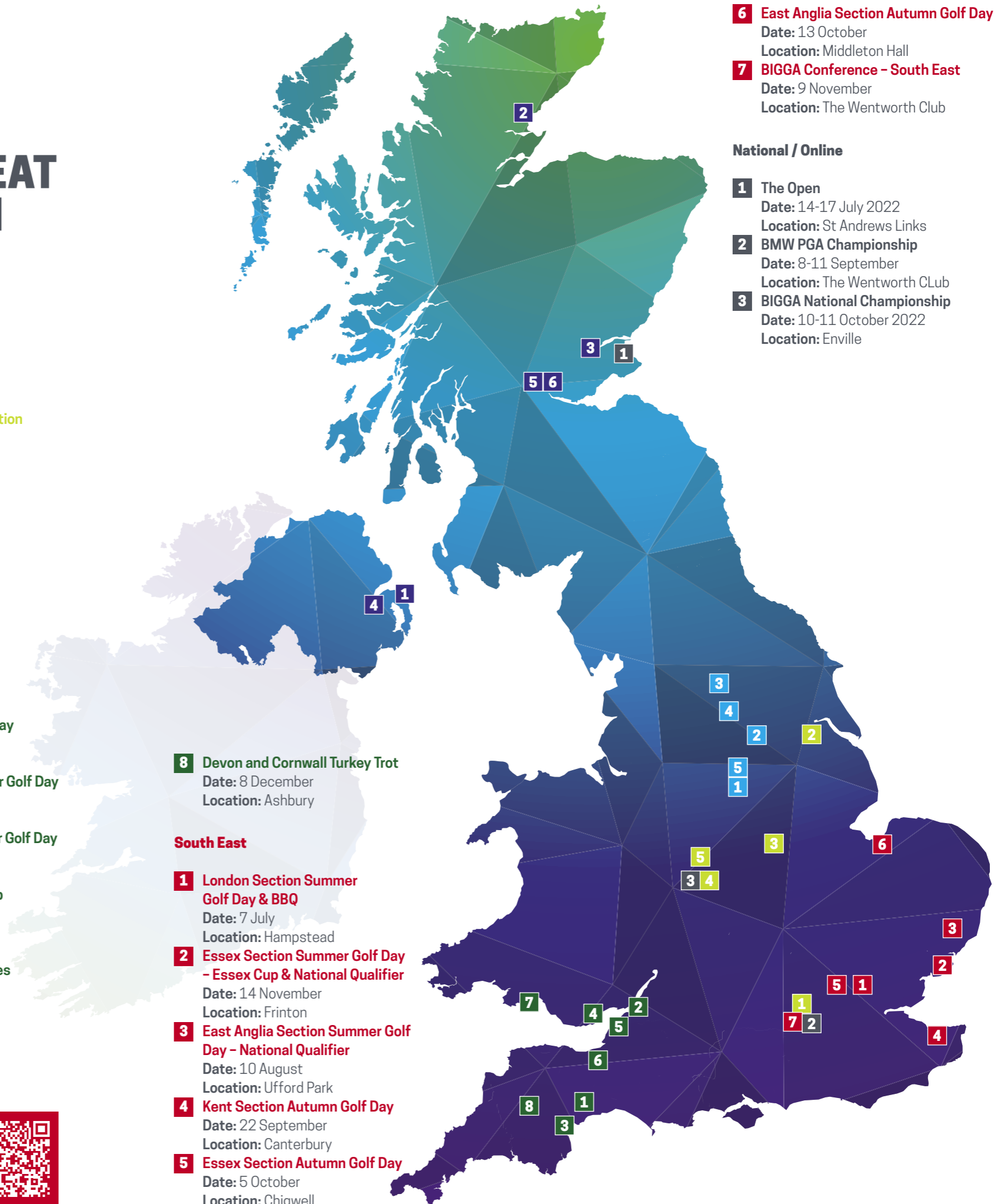
### South East

- 1 London Section Summer Golf Day & BBQ**  
Date: 7 July  
Location: Hampstead
- 2 Essex Section Summer Golf Day – Essex Cup & National Qualifier**  
Date: 14 November  
Location: Frinton
- 3 East Anglia Section Summer Golf Day – National Qualifier**  
Date: 10 August  
Location: Ufford Park
- 4 Kent Section Autumn Golf Day**  
Date: 22 September  
Location: Canterbury
- 5 Essex Section Autumn Golf Day**  
Date: 5 October  
Location: Chigwell

- 6 East Anglia Section Autumn Golf Day**  
Date: 13 October  
Location: Middleton Hall
- 7 BIGGA Conference – South East**  
Date: 9 November  
Location: The Wentworth Club

### National / Online

- 1 The Open**  
Date: 14-17 July 2022  
Location: St Andrews Links
- 2 BMW PGA Championship**  
Date: 8-11 September  
Location: The Wentworth Club
- 3 BIGGA National Championship**  
Date: 10-11 October 2022  
Location: Enville



**More events are listed on the BIGGA website**

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



Regional Diary

Roger Butler  
Northern England



Time... just like we have no control over the weather, we also have no control of the passing of time.

We are all so incredibly busy that we often turn opportunities down, be it at work or socially, because we simply haven't got the time to say yes.

On a recent trip to North Wales I had a few hours to spare in the evening so I visited the beach where we used to holiday as kids. I sat looking out to sea for around an hour, not particularly thinking about much but just enjoying the views.

It was time well spent for me and just what I needed. It isn't always easy to make time for ourselves but if we are sacrificing our own personal development or enjoyment, then its time to start making time.

The 150th Open is just around the corner and St Andrew's will play host to what is expected to be a wonderful week.

The BIGGA volunteer support team will be there and I wish them all the best for what is undoubtedly one of the best experiences and networking opportunities that we provide throughout the year.

Volunteering at events or playing in golf days isn't for everyone, but BIGGA offers many more initiatives for you to get involved with. Perhaps you want to do something at your club? Perhaps you are thinking about further educating yourself? Speak to your Regional Membership Services Manager and arrange to meet up or just have a chat over the phone. It's good to talk.

# BIGGA PHOTOGRAPHY COMPETITION 2022

**How to enter:** Submit your entries to [comps@bigga.co.uk](mailto:comps@bigga.co.uk) or online via the BIGGA website. Scan the QR code for more information



Would you like advice on how to take better pictures of your golf course? BIGGA Photography Competition judge Mike Hyde of Carefree Golf Photography has put together his top tips. Scan the QR code to find out more



**The BIGGA Photography Competition 2022 is now open for entries.**

We're looking for photographs that showcase the very best of what it means to work on a golf course.

Whether taken using a camera or just using your smartphone, the competition is free to enter and there are four prizes up for grabs, meaning there's never been more reasons to enter!

Only BIGGA members may take part. A maximum of five entries can be submitted per member and only one image from each entrant may be chosen as a finalist in each category.

Twenty-four finalists will be revealed in the October edition of Greenkeeper International. Finalists will be put to a public vote, taking place on BIGGA's

Facebook Page (@golfgreenkeepers) and Instagram feed (@BIGGALtd), with votes helping to select the top 12 images and category winners. The top 12 images will also be selected for BIGGA's annual desk calendar.

**Prizes**

The overall winner of this year's competition will receive an INSTA360 One X2 4K Ultra HD Action Camera worth £429.99.

Capture everything around you at once with the dual-lens 360 degree camera in beautifully-detailed 5.7k resolution or

use single lens with Steady Cam mode. It's waterproof, lightweight and super easy to use.

The One X2 can turn even your wildest action shots into steady footage. Its FlowState Stabilisation technology not only evens our camera shaking, it uses advanced AI

algorithm to stabilise the shots in line with your background.

You can also edit your shots in the Insta360 app and use cool slow-mo effects or speed up time with hyperlapse. The AI can even

automatically remove people from the frames so nobody will obstruct the view.

The winner will also receive a framed print of their winning photograph

Category winners will

receive a £150 Love2Shop Gift Card, which is accepted at over 90 different high street brands including Argos, Go Outdoors, M&S, Boots, Halfords, Wilko and Currys PC World.

**There are three categories in this year's photography competition:**

**Greenkeeping**

A day in the life of greenkeepers, we're looking for images that showcase the working lives of those who are responsible for preparing courses for the enjoyment of golfers.

**Landscape**

Golf courses provide some of the most spectacular landscapes to be found anywhere and this category celebrates the wonderful natural world where greenkeepers are privileged to spend their working lives.

**Wildlife**

Peaceful, remote and surrounded by the natural world, it's no surprise that greenkeepers often enjoy close encounters with some spectacular natural wonders. This category celebrates some of the beautiful and charismatic wildlife that can be found on our golf courses.



WIN an INSTA360 One X2 4K Ultra HD Action Camera worth £429.99.

**Your Local Membership Services Team**

**Scotland & Northern Ireland**

**John Young**  
07776 242 120  
[johnyoung@bigga.co.uk](mailto:johnyoung@bigga.co.uk)

**Northern**

**Roger Butler**  
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[roger@bigga.co.uk](mailto:roger@bigga.co.uk)

**Central England**

**Steven Dudley-Brown**  
07866 366 966  
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**South West & South Wales**

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**South East**

**John Pearson**  
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**Ecology & Sustainability**

**James Hutchinson**  
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**Meet your Membership Administration Team**

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Administrator  
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**Janette Pascall**  
Administrator  
[janette@bigga.co.uk](mailto:janette@bigga.co.uk)

# AROUND THE GREEN

## Galgorm Castle hosts Northern Ireland outing

Scotland & Northern Ireland - Northern Ireland



Rodney McKay and the team at Galgorm Castle welcomed BIGGA Northern Ireland members for the section's first golf outing of the year.

Shooting level par despite a strong wind was Belvoir Park course manager Aaron Small.

Faughan Valley greenkeeper Kevin Hunter won the stableford category.

Thanks go to TurfCare for sponsoring the day.

For future events check out the What's On page on the BIGGA website.

## Crane Valley

SW&SW - South Coast



The South Coast Section's summer tournament was held at Crane Valley on 22 June.

Thanks were given to Course Manager Andy Clark and his team.

First place went to Louie Stephenson, second was Mo Bah and third Charlie Collins.

## London Section heads to Stanmore

South East Region - London

The London Section held its first event of the year in May.

The competition was held at Stanmore and was well supported with in excess of 40 players making an appearance despite testing conditions.

The Section's David Fisher said: "Course Manager Barry Neville and his team should be commended for their

efforts in producing such a well-presented course."

Due to the swirling nature of the wind on the day, scoring was difficult and the winner, Paul Harris, did well to finish with 38 points. Second place went to Gary Oswick who lost on count back and third went to Aaron Winfield, who also won nearest the pin.

David added: "A big shout out needs to go to Stanmore's very own Ian Creswick for just completing his 25 years of service at the club."

The next date for the London Section is the Summer Fun event, to be held on 7 July at Hampstead. The day will feature nine holes of golf followed by a BBQ.



Paul Harris won the event at Stanmore Links

## Aldeburgh hosts East Anglia Section

Central England - East Anglia

On 8 June, the East Anglia Section had its second golf day of the year at Aldeburgh.

The course was in superb condition and thanks were given to Head Greenkeeper Nick Nottingham and team.

The section's Chris Gurton said: "The day was enjoyed by all and the weather held for us despite the forecasts."

Barenbrug was the main sponsor on the day, while Reesink Turfcare provided the mid-round sustenance.

The winners from the day's foursome format were James

Raines and Richard Matson from Middleton Hall.

Stealing the limelight was Wayne Wilson, who ensured the nearest the pin prize was not going to be beaten with a



Wayne Wilson scored an ace on the 4th

hole in one on the 4th hole. The next golf day will take place in August at Ufford Park.



The Day's Winners, James Raines and Richard Matson

## Shiskine

Scotland - SW Scotland



Shiskine head greenkeeper Stewart Fotheringham was honoured by the club after celebrating 40 years' service at the Arran course.

## Oly becomes proud dad

Central England - Mid Anglia



Ollie Browning and, right, Ronnie Thomas

Congratulations to Oly Browning, greenkeeper at Queenwood Golf Club in Surrey, and his partner Jess, who are proud new parents to a little boy, Ronnie Thomas, born on 25 May.

Ollie was previously a



greenkeeper at Stocks and Ivinghoe golf clubs, as well as a period as a groundsperson at Park Place Estate.

A talented golfer, Ollie won the BIGGA National Championship in 2012 at Irvine in Ayrshire.

## Tim becomes Ironman

Northern - North West

Dunham Forest course manager Tim Johnson has undertaken a massive physical challenge to complete the Ironman 70.3 Staffordshire.

Tim, 35, undertook the course that includes a 1.2 mile swim around Chasewater reservoir followed by a 56-mile cycle through the Staffordshire countryside and a two and half-loop 13.1 mile run around Stafford.



Tim Johnson

## Turnberry calling

Northern - North West

Darren McLaughlan has announced that he is taking up the course manager role at Trump Turnberry.

An R&A Scholar and member of the BIGGA Delegation sponsored by Bernhard earlier this year, Darren, 41, was previously the course manager at North Berwick, taking up the position in 2020.



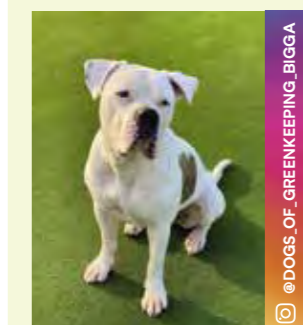
Darren McLaughlan

## Scholarships

Jack Ashall has received a BIGGA Higher Education Scholarship with Jacobsen.

A greenkeeper at Knowle, Jack is studying his HNC Golf Course Management with SRUC Elmwood.

Paul Doran of Merrist Wood has also received a scholarship as he studies his ILM 4 at Oaklands College.



**Name:** Meek  
**Breed:** American bulldog  
**Owner:** Rob Rowson  
**Location:** Marriott Forest of Arden  
**Favourite treat:** Bacon sizzlers  
**Favourite place on site:**

Sitting in between the gates of the yard waiting for the lads on the buggies to come back.

**My dog's naughtiest moment:**

During the day he constantly checks the greenkeepers' buggies and steals bananas or any snacks they have left or steals their gloves.

**My dog's happiest when:**

We go around changing the holes and he can run round chasing his tail and the buggy while I drive.

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

## Your Regional Representatives

### Scotland & Northern Ireland



Chairperson  
Gordon McKie



Region Director  
Stuart Ferguson MG

### Northern



Chairperson  
Jonny Roberts



Region Director  
Jack Hetherington

### Central England



Chairperson  
Andrew Smith



Region Director  
Andrew Laing

### South West & South Wales



Chairperson  
Dan Kendle



Region Director  
Lucy Sellick

### South East



Chairperson  
Andy Harding



Region Director  
Antony Kirwan

# WELCOME NEW MEMBERS

## Key to membership

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

### SCOTLAND & NORTHERN IRELAND

**Tom Bruce**, Callander, AGK; **Lucy Buckley**, Huntly, AGK; **Fraser Cumming**, Elgin, APP; **Grant Donaldson**, Callander, HGK; **Alistair Hogg**, Loch Lomond, AGK; **Owen Mackay**, Royal Aberdeen, GK; **Roger Moore**, Melville, AGK; **Marc Ormiston**, West Linton, DHGK; **Craig Oswald**, Greenock, AGK; **Elliot Stuart**, Balnagask, GK; **Aidan Wilson**, Nairn, APP

### NORTHERN

**Jonathan Bentley**, Royal Liverpool, GK; **Martyn Bray**, Wath, AGK; **Adam Fitzsimmons**, Royal Liverpool, GK; **Philip Gardner**, Sedbergh, HGK; **Andrew Hall**, Normanton, A; **Charlie Jackson**, Romiley, APP; **Ben Lambert**, Knutsford, APP; **Harri Matthews**, Aldersey Green, APP; **Bradley Metcalf**, Waterfront, GK; **Max Ogden**, Werneth, APP; **Timothy Richardson**, Beauchief, AGK; **Mark Sanderson**, Whitley Bay, GK; **Adam Sykes-Quarmby**, Saddleworth, APP; **Philip Turner**, Royal Liverpool, M; **Oliver Yarrow**, Waterfront, AGK

### CENTRAL ENGLAND

**Jake Allan**, Woburn, AGK; **Curtis Bloxham**, John O'Gaunt, AGK; **Daniel Broadwith**, John O'Gaunt, AGK; **John Cullen**, Redditch, AGK; **Gary Fortune**, Royston, GK; **Jack Frankham**, Rushden, APP; **Conor Huntley**, Goring & Streatley, GK; **Marcus Hurcombe**, Orton Meadows, AGK; **Noah Larkin**, Woburn, AGK; **John Malone**, North Hants, AGK; **Aaron Mankertz**, Woodhall Spa, APP; **Alex O'Dell**, Bedford & County, APP; **Robert Powell**, Berkshire, APP; **Lee Pszczola**, Kirby Muxloe, AGK; **Joseph Shaw**, Woodhall Spa, APP; **Mark Thomas**, Droitwich, AGK; **Laura Tovey-Keane**, Bernhard and Company, ED; **Christopher Whitehouse**, Stourbridge, GK; **Sam Willis**, John O'Gaunt, AGK

### SOUTH EAST

**Kyle Claxton**, Chelmsford, GK; **Adrian Cross**, Colchester, APP; **Peter Dunnett**, Ipswich, GK; **Robert Earland**, Little Hay Golf Complex, APP; **Lewis Gibson**, Stanmore, AGK; **Robert Gill**, The Shire London, APP; **Lee Gould**, Pine Ridge Operations, AGK; **Aidan Hare**, Pine Ridge Operations, AGK; **James Johnson**, Langdon Hills, APP; **Paul Lawn**, Ilford, APP; **Charlie Morris**, Hadley Wood, APP; **Martin Parsons**, Royal Ashdown Forest, GK; **Kevin Samson**, Walton Heath, GK; **Harley Stannard**, Ipswich, AGK; **Alex Tucker**, Langdon Hills, APP

### SOUTH WEST & SOUTH WALES

**Richard Allen**, Ecobunker, ED; **Samuel Ashton**, Portmore, AGK; **Andrew Bailey**, Hayling, GK; **Kenny Bentvelzen**, Llanishen, GK; **Hamish Crichton**, Ecobunker, ED; **Tom Easterbrook**, Royal Porthcawl, GK; **Louis Harrison**, Hayling, AGK; **Toby Ireland**, Cumberwell Park, AGK; **David Openshaw**, Boringdon Park, AGK; **Benjamin Smith**, Ecobunker, ED; **David Thomas**, Ecobunker, ED; **Steve Thorne**, Ecobunker, ED

### INTERNATIONAL

**Bret Corbett**, Virginia Polytechnic Institute & State University, I; **Andrew Grow**, Egypt Valley, I; **Benjamin McGraw**, Penn State University, I; **Derek Ross**, New Zealand Sportsturf Institute, I

## THE SAVINGS SOON ADD UP

Check out the latest BIGGA Xtra Benefits savings on p25



# CHAMPIONSHIP PERFORMANCES

BIGGA has teamed up with Leaderboard Photography to celebrate the greenkeeping teams that are hosting England Golf events this summer

### ENGLISH MENS SENIOR STOKE PLAY AT ASHRIDGE



### ENGLISH OPEN FOR GOLFERS WITH A DISABILITY AT CARDEN PARK



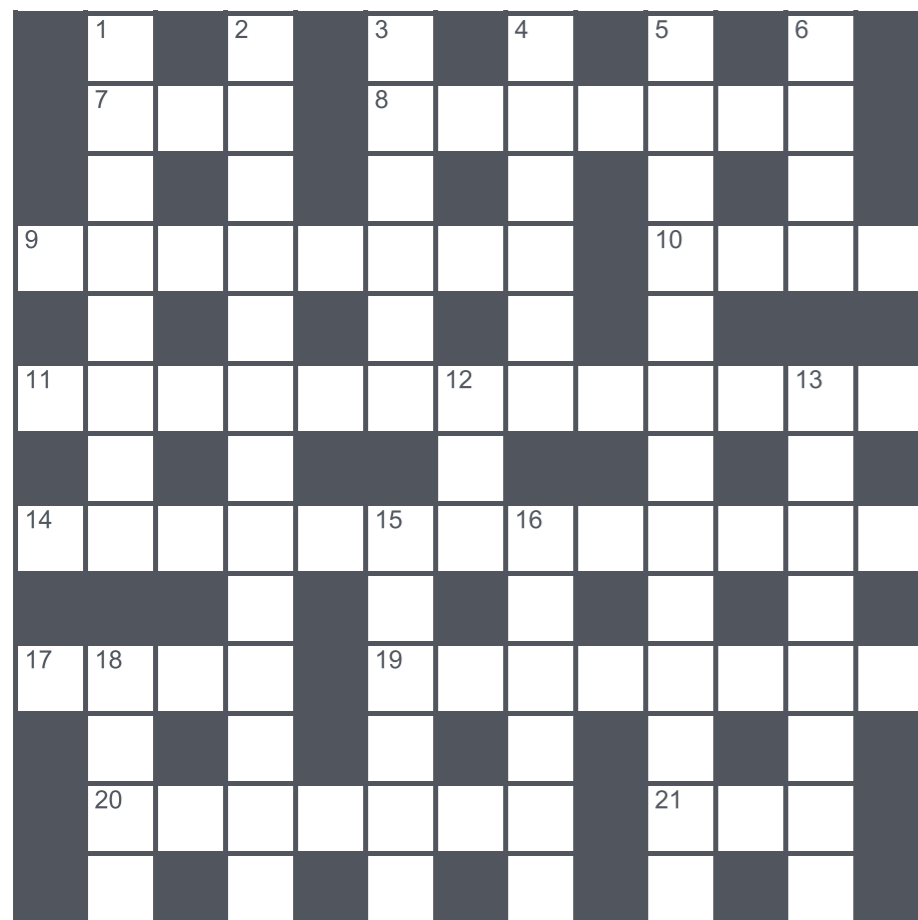
### ENGLISH SENIOR WOMENS STOKE PLAY AT COVENTRY





# TEE BREAK

**TEST YOUR MENTAL ABILITY IN THE TURFCARE FACILITY**



## CROSSWORD

Enter your answers on the grid to the left.

### Across

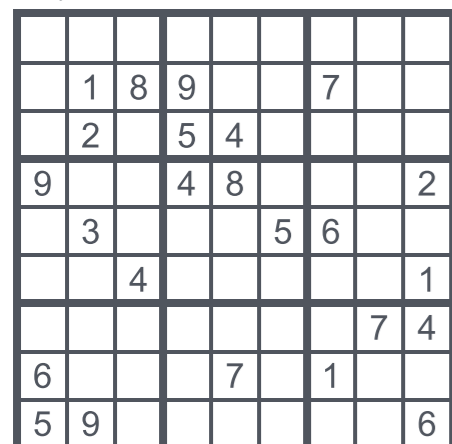
- 7 DVD predecessor (2,1)
- 8 Gratis (3,4)
- 9 Former (8)
- 10 Prepare for publication (4)
- 11 Offences (13)
- 14 Redesign an incinerator for an encore? (13)
- 17 Picket buster (4)
- 19 Operatic lyrics (8)
- 20 One end of the Brenner Pass (7)
- 21 Loan letters (1,1,1)

### Down

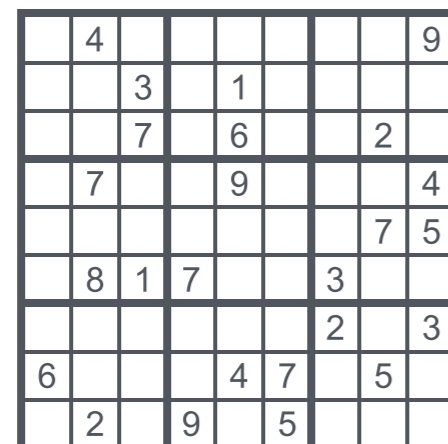
- 1 Past its best (8)
- 2 Could be G.W. or H.W. (9,4)
- 3 State to be true (6)
- 4 White wine grape variety (6)
- 5 Group agenda is about Hereford, today (5,2,3,3)
- 6 Abominable snowman (4)
- 12 Organ which can be bent or lent (3)
- 13 Avian alarm clocks (8)
- 15 Attraction (6)
- 16 North African goat (6)
- 18 Blue hue (4)

## SUDOKU

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



(Hard)



**FIND THE ANSWERS ON P82**

MEMBER BENEFIT



# THE SAVINGS SOON ADD UP

Make use of your BIGGA member rewards



## MyGymDiscounts!

As a BIGGA member, you can save up to 25% on a membership at your chosen club, closest to wherever you live or work. If the gym isn't for you — don't worry! They also offer up to 55% off digital fitness subscriptions.



## Save money on cinema tickets

Get up to 40% off next time you visit the cinema with fantastic discounts available at over 300 nationwide venues. Whether you are seeking action, romance, comedy or thriller, enjoy great savings every time at local and nationwide chains such as ODEON and Vue\*.



## TOTUM Pro, the discount card and app for busy professionals

TOTUM Pro offers discounts and deals on 350 brands including: 15% off a Disney + subscription, up to 15% with Samsung, 10% off at the Co-op, ASOS and Halfords\*. Plus, BIGGA members can buy a one year membership (RRP £14.99) and receive 3 months free\*.



## Hotpoint Privilege Purchase Club

Take advantage of the Privilege Purchase Club and its exclusive members-only pricing. Choose from over 850 different products which include great brands including KitchenAid, Whirlpool, Hotpoint and Indesit. All appliances have already been pre-discounted from washing machines, fridge freezers and dishwashers etc. All prices include FREE UK delivery\*.



**To take advantage of these and other fantastic deals log in to the BIGGA website and click on Xtra benefits**

\*Terms and conditions apply to all benefits. See website for details. Offers subject to change without notice and correct at time of print. The Cinema Society - Discounts vary between cinema venues. Please check when purchasing vouchers, registration to The Cinema Society required to access discount. BIGGA Xtra Benefits is managed and run on behalf of BIGGA by Parliament Hill Ltd.



Meet your Learning and Development Team



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**Fiona Lyttle**  
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# Join the **BIGGA Delegation** sponsored by **Bernhard** to **Orlando 2023**

For more than two decades **BIGGA and Bernhard and Company** have selected **10 members of the association to fly out to the United States and access the incredible education and networking opportunities presented by the GCSAA's Conference and Trade Show.**

The BIGGA Delegation sponsored by Bernhard is among the most respected initiatives in the profession and you're invited to take part.

You don't have to work at a premier venue to be chosen for the delegation. All you need to get involved is an eagerness to learn, an enthusiasm to share your knowledge and a dedication to the greenkeeping profession.

In return you'll visit top US facilities, benefit from world-leading education, network with leading industry experts and learn more about yourself than you ever imagined. You'll also join a network of 210 industry professionals who have all participated in this incredible

opportunity, exclusively available to BIGGA members thanks to our Premium Partners Bernhard and Company. The 2023 GCSAA Conference and Trade Show takes place in Orlando, Florida from 6 to 9 February 2023. Each delegate will receive return flights to Orlando, hotel

accommodation and transfers, an entry ticket to the trade show, two days of education seminars and guided tours of top US courses. For more information head to the BIGGA website. The closing date for applications is 18 September 2022.

“I've heard so much about the trip in previous years and I've seen people progress after taking part. I'm not the youngest but I want to push myself further. These guys inspired me in so many different aspects. Would I recommend the trip? I'd say 100%, it's by far the best experience within this industry that I've ever had.

Colin Hopper, head greenkeeper at Elsham Golf Club, Lincolnshire

“I can appreciate this is an opportunity where you can have a great launchpad for your career, but I became aware that I'm happy where I am, working at a golf club in Leeds. For me it was a great opportunity to meet some fantastic people and see things I never thought I'd ever see.

Matthew Houseman, head greenkeeper at Scarcroft Golf Club, West Yorkshire



**APPLY ONLINE TODAY WWW.BERNHARD.CO.UK/DELEGATION**

Applicants must be current full members of BIGGA | **Closing date: 18 September 2022**



www.the-gtc.co.uk

/greenkeepers trainingcommittee

@TheOfficialGTC

L&D  
Diary

Deb Burnett,  
Learning &  
Development  
Executive



It has been all systems go as usual in Learning & Development over the last month.

Applications for Toro Student Greenkeeper of the Year closed at the end of May, so we have been busy arranging the first stage interviews which will be held early in July.

We had record numbers again for student entries, which is fantastic!

Applications for the FTMI programme closed at the end of June. The next job is to select 20 BIGGA members to join the class of 2022, with the programme starting in September at Ransomes Jacobsen's factory.

A massive job is also underway to create the Continue to Learn education programme, which will be delivered in January 2023. We had a great response to the Members' Choice survey.

Thank you to everyone who took the time to fill this in. We create the programme using content selected by our members as much as possible.

The programme is in early draft stage, but it's coming together nicely!

We plan to deliver four days of classes, two conference days and our ever popular free seminars once again.

The feedback you provide us following Continue to Learn is a vital part of our planning process. Feedback from this year's Continue to Learn has helped us tweak aspects of the programme and delivery so, fingers crossed, it will be even better in 2023!

**HEAR FROM FORMER DELEGATES ABOUT THEIR EXPERIENCE ON THE BERNHARD-BIGGA DELEGATION**

At BTME 2022 the latest BIGGA delegates took to the stage to reflect upon their experiences in San Diego, earlier this year.

They were joined in the Harrogate Convention Centre's Main Auditorium by other members of the '200 Club' in recognition of the 20th staging of the BIGGA Delegation sponsored by Bernhard.

Scan the QR code or head to the BIGGA YouTube channel to watch the video and find out more about the delegation from those who have taken part:



“Coming back from trips like this gives you an extra zip and bounce. This industry can be hard enough at the best of times and we've all struggled over the last few years with all the challenges that came with the pandemic. But when you go on a trip like this, you return to your course and you're ready to go again. Sometimes you need to hit the reset button and a trip like this can help you do that. You meet some amazing people and you think, that's why I'm in the industry and why we do what we do.”

Darren McLaughlan, course manager at North Berwick Golf Club, East Lothian



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

- / Martin Turna, Aldeburgh
- / Gordon Moir, BIGGA President
- / Cambell Murdoch, Rushmere
- / Ryan Leicester, Dunham Forest
- / David Feeney, Prestwick
- / Antony Kirwan, Romford
- / David Cole MG, Loch Lomond
- / Sam Evans MG, North Hants
- / Richard Shields, Allerton Manor
- / Richard Johnstone MG, Nairn Dunbar
- / Craig Mackay, Royal Dornoch
- / Sam Bethell, Worlebury
- / Chris Low, Walsall

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

- / William Simmonds, The Wisley
- / Leslie Howkins MG, The Richmond
- / Peter Newton MG, Reesink UK
- / Michael Budd, Shirley Park
- / David Cole MG, Loch Lomond
- / Richard Johnstone MG, Nairn Dunbar
- / David Cooper, Downfield

**Keep your CPD record up to date:** [www.bigga.org.uk/member-homepage/continuing-professional-development](http://www.bigga.org.uk/member-homepage/continuing-professional-development)

**MEMBER BENEFIT:  
COUNSELLING HELPLINE**



# SOMEBODY TO LISTEN

When times get tough, and you need someone to talk to — our confidential and independent, professional telephone service can support you.

The service provides immediate emotional support, advice and practical information 24 hours a day, 365 days a year.

To speak to our professional counsellors call 0333 000 2082

# GREENKEEPER TRAINING

Alongside the industry's leading education providers, BIGGA plays an active role in raising the standard of greenkeeper training.

The association is a member of the Greenkeepers Training Committee and strives to enhance professional greenkeeper education through various means, including local and national workshops and conferences.

We believe it is vital that employers ensure their staff are trained to the highest standards. There is a clear link between education and training and economic success and all clubs should invest in the professional development of their staff.



**Approved  
Training Provider**

**2022-2023**

## Pershore College

Avonbank, Pershore, Worcestershire WR10 3JP  
 Contact: Rosanna Mastrandrea  
 T: 0330 135 6940 | E: [employerenquiries@wgc.ac.uk](mailto:employerenquiries@wgc.ac.uk)  
 W: [www.wgc.ac.uk/apprenticeships](http://www.wgc.ac.uk/apprenticeships)

A national centre for horticulture situated on a 60-hectare site near Evesham, Pershore College (part of WCG) offers the very best in land-based learning.

**Land-based apprenticeship standards, available at Pershore College include:**

- / Arborist (Level 2)
- / Crop Technician (Container Based) (Level 3)
- / Golf Greenkeeping (Level 2)
- / Horticultural Supervisor (Level 3)
- / Horticulture Operative (Level 2)
- / Landscape Operative (Level 2)

**Land-based Service Engineering (Level 2 Engineer / Level 3 Technician)**

**Sports Turf Operative (Level 2)**

Pershore College also offers short courses for employers in landscaping, arboriculture, and horticulture as well as pesticides training: PA1, PA2, PA6 and more.



## Reaseheath College

Nantwich, Cheshire CW5 6DF  
 Contact: Apprenticeship Enquiry Team  
 T: 01270 613 242 | E: [apprenticeships@reaseheath.ac.uk](mailto:apprenticeships@reaseheath.ac.uk)  
 W: [www.reaseheath.ac.uk](http://www.reaseheath.ac.uk)

Reaseheath College is a leading specialist land-based college based in Nantwich, Cheshire. The college has an established reputation, having delivered industry focused education since 1921. Our experienced staff understand the skills, knowledge and behaviours that industry want and need.

We offer a wide range of courses including diplomas, apprenticeships, degrees and professional training. Our horticulture apprenticeships combine on the job training with study at the Reaseheath campus and include golf greenkeeping, crop and horticulture, offered at both levels 2 and 3.

We also offer a range of commercial courses including NPIC in pesticides and in a wide range of machinery. For further information please, visit [www.reaseheath.ac.uk](http://www.reaseheath.ac.uk) or email [apprenticeships@reaseheath.ac.uk](mailto:apprenticeships@reaseheath.ac.uk)



## Askham Bryan College

Askham Bryan, York YO23 3FR  
 Contact: Apprenticeships Department  
 T: 01904 772 277 | E: [apprenticeships@askham-bryan.ac.uk](mailto:apprenticeships@askham-bryan.ac.uk)  
 W: [www.askham-bryan.ac.uk](http://www.askham-bryan.ac.uk)



Askham Bryan College is a specialist land-based college and university centre, offering a large range of courses from foundation to degree level and beyond, which will set you up for a career doing what you feel passionate about.

In addition to Level 2 Golf Greenkeeper, Level 2 Sports Turf Operative, Level 3 Advanced Golf Greenkeeper and Level 5 Golf Course Manager Apprenticeship Standards, we can offer specialist short course training and bespoke CPD events based on your business need.

Askham Bryan College is a great place to study and is graded as 'good' for teaching and 'outstanding' by Ofsted for its care provision and accommodation. The college prides itself on making all students feel welcome and providing a great learning experience.



## Hadlow College

Hadlow, Tonbridge, Kent TN11 0AL  
 Contact: Anthony Stockwell  
 T: 01732 850 551 | E: [anthonystockwell@northkent.ac.uk](mailto:anthonystockwell@northkent.ac.uk)  
 W: [www.hadlow.ac.uk](http://www.hadlow.ac.uk)

Hadlow College is delighted to be offering the new Level 5 Golf Course Manager Apprenticeship standard. This eagerly-anticipated qualification will expand your management knowledge, expertise and maximise your career potential.

If you would like to find out more about this new and exciting qualification, Hadlow would love to hear from you.

Hadlow College also successfully runs the new apprenticeship standards for Level 2 and Level 3.

For a full list of courses please visit [www.hadlow.ac.uk](http://www.hadlow.ac.uk).

For further information and advice please contact: [anthonystockwell@northkent.ac.uk](mailto:anthonystockwell@northkent.ac.uk), [waynesyres@northkent.ac.uk](mailto:waynesyres@northkent.ac.uk) or [stuartfranks@northkent.ac.uk](mailto:stuartfranks@northkent.ac.uk)



## Plumpton College

Ditchling Road, Plumpton, East Sussex BN7 3AE  
 Contact: Plumpton Business Services  
 T: 01273 892 127 | E: [business@plumpton.ac.uk](mailto:business@plumpton.ac.uk)  
 W: [www.plumpton.ac.uk](http://www.plumpton.ac.uk)



Plumpton College is a leading land-based focused further and higher education provider of apprenticeships and specialist training and assessments, supporting golf clubs and greenkeeping professionals across the South of England. The college delivers Golf Greenkeeper Level 2 and Advanced Golf Greenkeeper Level 3 alongside a suite of LANTRA and NPIC-approved industry courses and assessments, delivered either at the main college near Brighton or onsite with the employer.

Training is delivered by expert tutors and assessors with extensive experience of working in a commercial industry setting with excellent results in ensuring a successful outcome for apprentices and learners. Plumpton prides itself in its partnership with employers to design and develop the most appropriate learning programme to meet their business needs.



## Sparsholt College

Westley Lane, Sparsholt SO21 2NF  
 Contact: Danielle Fancourt | T: 01962 797 322  
 E: [danielle.fancourt@sparsholt.ac.uk](mailto:danielle.fancourt@sparsholt.ac.uk) | W: [www.sparsholt.ac.uk](http://www.sparsholt.ac.uk)



Sparsholt College, a campus of the Sparsholt College Group, has been established for over 120 years, but the college never stands still, continually developing its facilities to ensure the best land and environment education for students. The stunning 450-acre campus boasts all the facilities students need to hone their practical skills under the guidance of industry expert teaching teams. The college cares about the environment and is well on its journey towards carbon neutrality with exciting plans to develop this through the Green Agenda. Sparsholt College has a team of industry experts to deliver and assess the Level 2 Golf Greenkeeping Standard as well as the Level 2 Horticulture, Landscape Operative Standard and Level 3 Landscape & Horticulture Supervisor apprenticeship. Our assessing and teaching team have experience that enables them to support with the End Point Assessment. In addition to this the college offers short courses in horticulture, landscaping and arboriculture, such as pesticide application, safe use of brushcutters and trimmers, first aid and more.



## Berkshire College of Agriculture (BCA)

Hall Place, Burchetts Green SL6 6QR  
 Contact: Rob Phillips | T: 01628 824 444  
 E: [rphillips@bca.ac.uk](mailto:rphillips@bca.ac.uk) | W: [www.bca.ac.uk](http://www.bca.ac.uk)



BCA offers both Level 2, Level 3 and Level 5 Golf Greenkeeping, Sports Turf, Landscaping, Arboriculture and Horticulture Apprenticeships or work-based diplomas. Delivery is either class based or distance/online, all through industry experienced assessors.

BCA also offers short courses through BCA Landbased Training, including PA1, PA2 and PA6, chainsaw courses, brushcutters, strimmers, tractor driving, first aid and more.

The 400-acre site has an 18th Century country house situated at its heart, with landscaped gardens surrounded by woodland and conservation areas.

Please email for more details using [landbasedtraining@bca.ac.uk](mailto:landbasedtraining@bca.ac.uk) or visit [www.bca.ac.uk](http://www.bca.ac.uk)



## Myerscough College and University Centre

St Michaels Road, Bilsborrow, Preston, Lancashire PR3 0RY  
 Contact: Course Enquiries Team | T: 0800 652 5592  
 E: [enquiries@myerscough.ac.uk](mailto:enquiries@myerscough.ac.uk) | W: [www.myerscough.ac.uk](http://www.myerscough.ac.uk)

Myerscough College and University Centre is the pioneering centre for sports turf and golf course management education in Europe. Courses are available at all levels, from introductory practical skills training to the postgraduate Masters Degree in Sustainable Golf Course Management.


There are options for full-time or part-time online study.

The foundation degree, honours degree and MA programmes are available online and

have students enrolled from across the globe. Work-based apprenticeships delivery is across England and includes Golf Greenkeeper Level 2, Advanced Golf Greenkeeper Level 3 and the new Golf Course Manager Level 5 Apprenticeship standard with flexible start dates across the year.




MEMBER RESOURCE



# INFORMATION ON COURSE?

BIGGA's Field Guides are the go-to reference guide for use while working on the course.

Identifying flora, fauna, pests and diseases commonly found out on the course this pocket sized guide is a must have for BIGGA members.



For further information and to download a copy please visit the members area of [www.bigga.org.uk](http://www.bigga.org.uk)

## SRUC Elmwood

Carslogie Road, Cupar, Fife KY155YT  
 Contact: Anja Boehme  
 T: 01334 658 800 | E: [anja.boehme@sruc.ac.uk](mailto:anja.boehme@sruc.ac.uk)  
 W: [www.sruc.ac.uk](http://www.sruc.ac.uk)



SRUC Elmwood is based in Cupar, Fife, just 10 miles from St Andrews. The college offers a range of full and part-time courses in greenkeeping and golf course management. For those coming into the industry, the college has a full-time National Certificate in Greenkeeping, or SVQ2 for those in employment.

For those looking to develop their knowledge and understanding, the college offers SVQ Level 3 Sportsturf and Higher National Certificate/Diploma in Golf Course Management. Approachable, supportive, and experienced staff enthusiastically share their wide knowledge of golf and greenkeeping with all learners.



## Capel Manor College

Bullsmoor Lane, Waltham Cross, Enfield EN1 4RQ  
 Contact: Derek Mason  
 T: 07774 113 894 | E: [derek.mason@capel.ac.uk](mailto:derek.mason@capel.ac.uk)  
 W: [www.capel.ac.uk](http://www.capel.ac.uk)



Capel Manor College is delighted to announce that it is offering all three of the greenkeeping apprenticeships including Level 2, Advanced Level 3 and the recently-approved Level 5 Course Manager Apprenticeship. Heading up the delivery of the courses, Capel has successfully recruited the services of two very experienced and qualified former golf course managers in Derek Mason and James Camfield.

If you're thinking about a career in greenkeeping or wishing to train further and obtain higher qualifications, then Capel is here to help you achieve your aims.

For further details of any of the courses on offer, including related short courses such as the use of chainsaws, pesticide application and first aid, please see the website, [www.capel.ac.uk](http://www.capel.ac.uk)

For further information or advice please contact [derek.mason@capel.ac.uk](mailto:derek.mason@capel.ac.uk), [james.camfield@capel.ac.uk](mailto:james.camfield@capel.ac.uk) or [employerservices@capel.ac.uk](mailto:employerservices@capel.ac.uk)



## Oldham College

Rochdale Road, Oldham OL9 6AA  
 Contact: Phil Lomas  
 T: 07912 485 436 | E: [phil.lomas@oldham.ac.uk](mailto:phil.lomas@oldham.ac.uk)  
 W: [www.oldham.ac.uk](http://www.oldham.ac.uk)



Oldham College is the first choice college for work-based greenkeeping apprenticeships in Greater Manchester and the surrounding areas, developing strong links with employers across the region.

The college offers the Golf Greenkeeping Apprenticeship Level 2 Standard and the new Advanced Golf Greenkeeper Level 3 Apprenticeship Standard. Short course provision, such as a pesticide application course, is included in the portfolio to meet the needs of your business.

Teaching and assessment professionals

have vast experience in the greenkeeping sector, keeping up-to-date with current practices and technologies to ensure high quality provision is delivered.

The team also has first-hand experience of the End Point Assessment process, so can guarantee your apprentices will have the best possible experience.





# Apprentice Corner

Brought to you by the Greenkeepers Training Committee

# Markings for golf areas

Red posts marking the edge of a lateral water hazard



The correct marking out of sports areas and setting out of sports equipment is an important task for the greenkeeper.

Failure to ensure this is done correctly may result in confusion for the players,

leading to the rules of the sport being broken.

Greenkeepers will also need to be aware of local rules relating to their own place of work and that can be sourced from a club official or on the scorecard.

Information on the rules and markings for golf can be obtained from The R&A. For more information, visit [www.randa.org](http://www.randa.org)

The following markings are used on golf courses. Although there are some variations from club to club, many of these are the accepted norm or the rule.

### Ground Under Repair (GUR)

**Visual aid:** White lines or marker posts with GUR marker

**Meaning:** Area of ground that is under repair by the greenkeeper, such as a newly-turfed area. The player may pick up their ball from the marked area and drop the ball elsewhere without penalty.

### Drop zone (DZ)(sometimes referred to as a drop area)

**Visual aid:** White lines with DZ marker

**Meaning:** Area marked out that denotes the place where a player should drop their ball. This is used if they cannot play from the position the ball landed in due to an unnatural feature such as a

grandstand on the course or if an area is under repair.

### Out of bounds

**Visual aid:** White lines or marker posts

**Meaning:** Area outside the defined area of the golf course. If a player's ball lands out of bounds they receive a penalty.

### Yellow penalty area

**Visual aids:** Yellow lines or posts

**Meaning:** Yellow posts denote penalty areas, such as ponds, lakes or streams that are in line with play.

A penalty area can now include any area of the course the club committee wishes to mark as such, not just areas of water.

### Red penalty area

**Visual aids:** Red lines or posts

**Meaning:** Red posts or lines denote penalty areas such as ponds, lakes and streams to the side of play.

Red penalty areas give the player the extra option of lateral relief, in addition to the two relief options available for yellow penalty areas. If a penalty area is not marked, under the Rules of Golf it is a red penalty area.

### Medal tee markers

**Visual aids:** Typically, white tee markers

**Meaning:** Tee markers used in competitions.

### General tee markers

**Visual aids:** Typically, yellow tee markers

**Meaning:** Denotes the position of teeing off for general play.

### Ladies tee markers

**Visual aids:** Typically, red tee markers

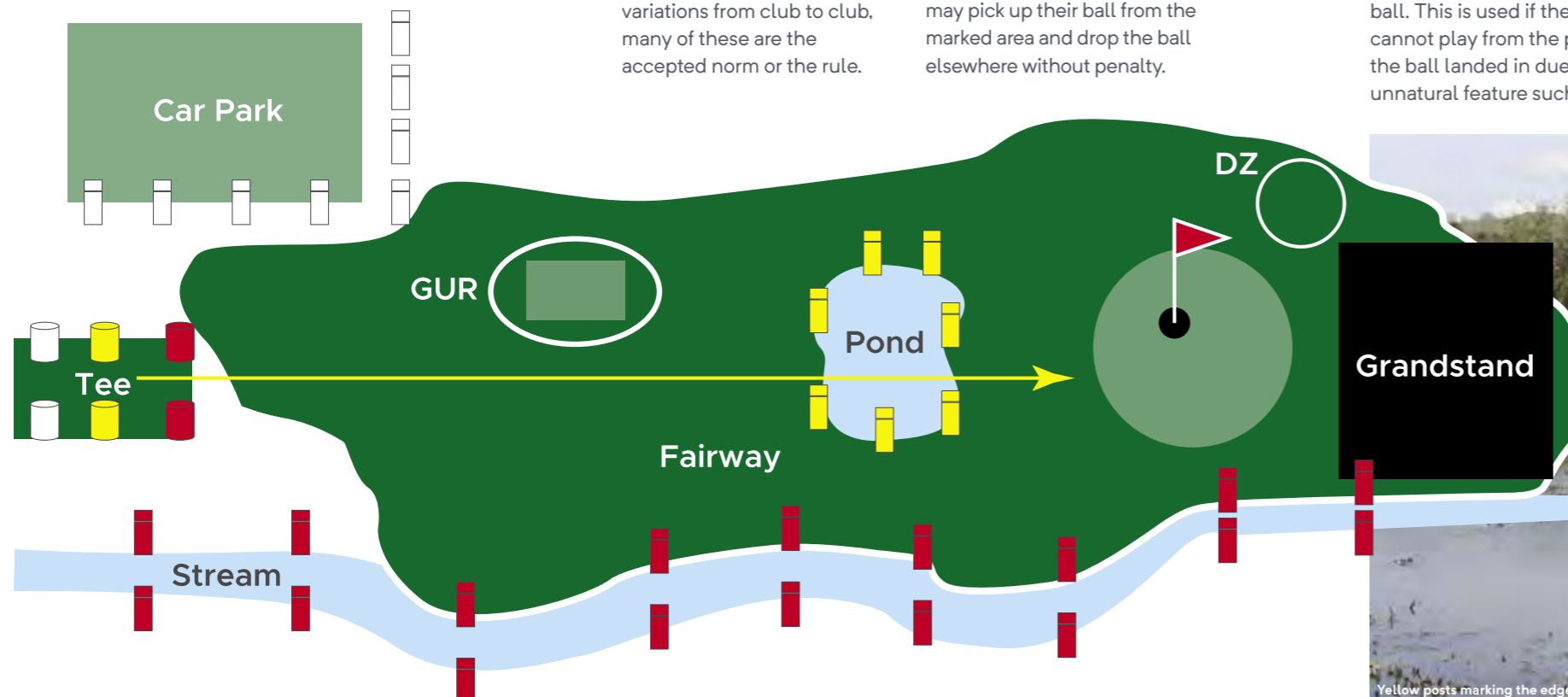
**Meaning:** Denotes the position of teeing off for female players. However, clubs are increasingly opening the different tee levels to all players, regardless of gender, and instead players are encouraged to select the tee markers they use based upon ability.

Red and yellow markings may continue to be used but committees may, if they wish, mark all penalty areas as a red area, so the additional lateral relief is always available. Red is recommended in all cases, except where yellow is needed to maintain the challenge of the intended shot.



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

- / Jonathan Bonewell, De Vere Wokefield Estate
- / Tyler Broscombe, Huddersfield
- / Max Harland, Malton & Norton



Yellow posts marking the edge of a water hazard

[www.the-gtc.co.uk](http://www.the-gtc.co.uk)

[/greenkeepers trainingcommittee](https://www.facebook.com/greenkeepers-trainingcommittee)

[@TheOfficialGTC](https://twitter.com/TheOfficialGTC)



# ECOLOGY ROUNDUP

James Hutchinson | Membership Services Manager (Ecology & Sustainability)



## JAMES'S DIARY

Member afternoons are really taking off, with more golfers presented to this past month, including at Wallasey.

Let me know if you would like an ecology walk or presentation at your club and I'll see what I can do.

I also recently visited Golf Kingdom, which is a great venue in Essex that has footgolf, crazy golf and an 18-hole golf course complete with a bunker at the centre of a green. It's a huge site and although the greenkeepers are doing a great job, I would suggest they are mowing more than I would recommend. Instead, I've suggested they allow about a third of the mown area to rewild as this will save time, resources and fuel.

In terms of ecology reports, three were created in June along with 14 half day visits. It's brilliant that so many are embracing this aspect of the industry.



Scrubland on a golf course

**You know those areas of the course you look at and think 'that needs tidying'? Well don't.**

Don't tidy it because that's where all the wildlife lives; these bustling towns and cities are where everything happens. However, I do understand that we are working on golf courses and that there's a fine balance between what's acceptable and what isn't.

For the sake of the word count, I'll concentrate on one of the most important floras you may find in an unkempt section of your course: brambles. These prickly, tall and arching shaped beauties are a perfect habitat for small birds to nest in or to take refuge from a fast moving raptor (sparrowhawk, peregrine falcon or a similar sharp edged

hunter). Brambles have many flowers for pollinating insects and the subsequent berries are an ideal foodstuff for anything that wants to eat them, us included.

Here's an interesting fact about brambles, they can make more of themselves by simply touching the woodland floor and taking root. This stem then breaks from the parent plant and begins to



Bramble stem

grow by itself; a term known as asexual reproduction.

If you do have to manage them, it is best to coppice the area on a six or seven-year rotational basis. This way you are minimising wildlife disturbance, and the members (erm, some of the members) are happy that you are doing something about it.

Everyone's a winner!

Other important scrubland vegetation is stinging nettle, blackthorn and hawthorn, but they're stories for another day.

Ecology Roundup is kindly sponsored by



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Ian McQueen, Golf Course and Property Manager, St. George's Golf and Country Club, Toronto

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



For information and support: [www.jacobsen.com](http://www.jacobsen.com)



# MEET THE MANAGERS: ANDREW KELLY

Golf course manager | Club Munchen Eichenried

In this regular feature, Phil Helmn MG sits down for a chat with the leading course managers working in the greenkeeping industry today to find out what makes them tick.

**This month we hear from Andrew Kelly, course manager at Club Munchen Eichenried, north west of Munich in Germany.**

As an international member of BIGGA, Andrew is in agreement with our other members around the globe that greenkeepers should grasp opportunities to work or volunteer and experience the industry in other parts of the world.

**What books should I be reading?**

I've never been a book reader per se but do read up a lot about all sorts but especially turf related stuff.

There is so much information out there

now that is so easily accessible, but I do have a large collection of turf books in the office that I refer to now and then.

**What's the best thing about your job?**

Being a leading part of a team, which has an influence over a piece of landscape and nature in both its beauty and its warts and bumps and sometimes getting the calls right and seeing the outcomes.

**What advice do you have for someone new to the industry?**

Be an asset to your colleagues your boss and your organisation.



Club Munchen Eichenried greenkeeping team



Club Munchen Eichenried

**Is there a quote that motivates you?**

I like a good quote and have several rattling around my head most of the time. My favourite is from my father: "Give a job a good coat of looking at before you start."

**What did you study?**

I studied horticulture with City & Guilds and the diploma in Amenity Horticulture (Sports Turf Option) at Myerscough College.

**Which has been more valuable in your career, your education or your experience?**

Experience because I was very green when I left college. However, my qualification has certainly helped to open doors, so both are important.

**What skills did you develop early in your career?**

The desire to get stuck in and get involved and the fact I always want to learn new things.

**What skills are vital to your job?**

Communication with the people you

work with and for, but also communication with friends, family and colleagues to talk about ideas and issues or just to shoot the breeze. It can be a tough environment mentally and impossible on your own.

**What has been your biggest success factor?**

Being me, I suppose... whatever that is!



Club Munchen Eichenried

**What mistakes did you make early in your career?**

Being young and daft. I wasn't committed and serious enough at times but when you are young maybe you shouldn't be.

**What are your personal daily habits?**

Checking the weather every five minutes, drinking too much coffee, trying to be present for my family when I'm home.

**What should I be doing to improve my career prospects?**

Travel, work and volunteer for as many different scenarios and people as possible. Have a go at something if you are given the opportunity. Don't be afraid of making mistakes, but own up if you do and learn from it.

Networking is so important as the more people that know you the better, if it's for the right reasons of course.

**Continue the conversation:**

Phil Helmn is on Twitter at [@HelmnPhil](#) and

# MEET THE MANAGERS

OnCourse®

# WORLD ENVIRONMENT DAY

Raising our game

Many clubs already think and act with sustainability and climate action in mind, and there are signs that many more are doing the same. But as World Environment Day highlighted on 5 June, our natural world is not in great shape. Let's make sure golf is seen to drive ecological restoration.

Each year, World Environment Day brings an opportunity for us all to reflect on our impact on the planet and what more we can do to make a difference.

Our planet comprises a multitude of living landscapes in and around towns and cities, along coastlines and out into rural fields and forests. They are spaces for people and nature, and among them are the 38,000 golf courses that provide the playing field for 66 million golfers globally.

This is land that, in many ways, is already well stewarded. Clubs and their course managers are predisposed to stable, long term protection of those greenspaces.

But this is no time for golf to ease its foot off the accelerator. It's not just a question of whether enough is being done to protect our living landscapes, but is it happening as quickly as it needs to?

### Sport is dependent on the environment

"Whether it is in the surf, on the turf, or played in cities or mountains, sport is both deeply dependent and deeply connected to nature," said Sam Barratt,

chief of the Youth, Education & Advocacy Unit at the UN Environment Programme.

"Without a healthy planet, there is no viable playing field for sport. The scope for action in golf is tremendous, given the large scale of natural landscape that hosts this game. The health and natural wealth of the landscapes, fairways and rough that the sport uses have to be kept in balance with the local ecosystem.

"A climate-scarred and nature-starved planet will not serve sport well."

### Speeding up the pace of play

If more golf facilities really let nature in and we can let our local communities know that we are doing that, golf can play a valued role in ensuring the living landscapes we've grown up enjoying are still there for future generations of golfers and as a great service to the public.

"The natural world is inspirational and indispensable," said Jonathan Smith, executive director at GEO Foundation for



Sustainable Golf. "Trends show that we can't be complacent about the health or quality of the environment.

"We need to do what we can to present golfing landscapes as refuges - rich in habitats and wildlife, restorative for biodiversity as well as the physical and emotional wellbeing of those that play."

### Some of the success we see include golf facilities that are:

- / Working with local experts and conservation groups to learn what potential the landscape has and how best to further manage it.
- / Finding new and easy ways to naturalise. No-mow May has had a tremendous impact in gardens and landscapes, with people realising just how beautiful those landscapes can be when the natural and mown spaces come together.
- / Delivering some fantastic long term conservation and habitat management plans with the consistency needed and aiming for some well thought through ecological and golfing goals.
- / Special species conservation. Focused efforts to help priority species that may be in decline, or particularly rare or vulnerable.
- / Engaging golfers. Getting them enthused about their landscape and its wildlife, and proud about the fact they are part of local stewardship and wider important conservation efforts.



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# ‘A golf tournament is an opportunity to sell our golf course, but it’s also an opportunity to sell greenkeeping to the world’

Old Course Head Greenkeeper Gordon McKie is looking to use The Open to showcase our industry to a global audience

Karl Hansell, BIGGA



Gordon McKie has been unlucky with the weather at Opens in the past, including this washout in 2015



Old Course 18th hole

## Read this for:

- / Links
- / Electric machinery
- / Championship preparation

### A little bit of wind and rain can go a long way at The Open.

Just ask Gordon McKie, whose first Open at St Andrews in 2010 was marred by torrential rain that forced the cancellation of the pre-event Champions' Challenge and high winds causing a delay in play on Friday afternoon.

Gordon's second Open, in 2015, was even worse weatherwise as Saturday's play was suspended after just 32 minutes of action and, for only the second time in The Open's history, the championship had a Monday finish.

This time around, the head greenkeeper at the Old Course is hoping for something a little more moderate. A three-year rough management plan will culminate at the 150th Open and Gordon is hoping that this toughening of the course coupled with a little Scottish wind and rain will provide a tough test for the world's best golfers.

"That will be one of the big differences that people notice this time around, that there is a bit more rough at St Andrews than there has been before. There are double fairways all over the place, so there's plenty of places you

can hit the ball, but there'll also be holes like 17, which will feel tighter because the rough is a bit thicker," explained Gordon, 54. "There's not a lot of defence on the Old Course, so we're relying on the weather and the wind to blow."

With 45,000 rounds on the Old Course each year and greater-than-normal traffic post-COVID, the rough usually takes a hammering. It may not seem much when you're wandering backwards and forwards searching for an errant tee shot, but all those footprints actually suppress growth in the rough — good for amateurs but bad if you're looking to set a tough challenge at a major championship. Over the past three years, the team has roped off large areas of rough to protect it and with these ropes staying in place right up until the week before the tournament, it's going to make a noticeable difference.

"If it becomes the topic of conversation at the press conferences, that's never good," said Gordon. "But in terms of setting up the course, it's a major championship and so it should be tough. If you hit a bad shot you will be >>



Gordon working on some improvements to the 18th green

**Location: Fife**



punished and the premium is to hit the ball onto the short stuff. If you do that, you'll score well." Away from the rough, one of the biggest talking points at this year's historic 150th Open is actually taking place prior to play each morning. For the first time in history, the greens at The Open will be prepared using ride-on, fully electric 'triplex' mowers. It's part of a massive sustainability drive by the St Andrews greenkeeping team that is showcasing how golf can improve its green credentials and be a force for good in the face of climate change and other environmental issues. Golf clubs have long been making strides in a more sustainable direction, but there will never have been this level of exposure before and Gordon hopes the message trickles down through all levels of the game.

“That will be one of the big differences that people notice this time around, that there is a bit more rough at St Andrews than there has been before.”

The greens on the Old Course measure 2.5 hectares, equivalent to around six football pitches. Each morning, starting at 4.30am, they would previously have been cut twice (known as 'double cutting') by 24

greenkeepers using petrol powered push mowers. That number of greenkeepers was required in order to get the greens ready ahead of the first tee time at 6.30am. "People watching on television would see a great golf course that looks fantastic, but how sustainable is that?" said Gordon. "We asked how we could prepare the greens in a more sustainable way and the only option was to use triplex mowers. We can cut those 24 greenkeepers down to eight and that's an important message because we're all under pressure in terms of staffing numbers. I've said to fellow greenkeepers, if we're using ride-ons for an Open Championship, then it's good enough for club championships too." The other advantage of using electric mowers will be raising awareness of how new,

Check out August's Greenkeeper International to find out how The Open Volunteer Support Team, which is made up of BIGGA members, got on at St Andrews.

cleaner machinery will become more prevalent on golf courses over the coming years. The Carnoustie team used fully electric mowers at the Women's Open in 2021, but doing so at The Open itself will create a new level of awareness. The use of electric mowers on the Old Course's greens rather than petrol is estimated to reduce the carbon footprint of the process by over 10 times. Gordon said: "This has always been a big focus for us and as soon as we could, we wanted to go electric with as many vehicles as possible. I never thought we would get to this stage, but if it produces the same conditions and the same surface that a pedestrian mower would with fewer staff and no fuel emissions, it's a great message." It's all part of a greater ambition on Gordon's part to raise awareness and understanding of the



In 2015 The Open at St Andrews would finish on the Monday after long delays to play due to bad weather

greenkeeping profession. This aligns closely with the activities of BIGGA, of which Gordon is chairperson of the Scottish & Northern Ireland Region, and the hope is that






greater awareness of what it takes to prepare and maintain a golf course will elevate the profession and encourage more people to consider it as a career.

Certainly, there can be few career choices where you can get the excitement of preparing a venue for world class golfers and celebrities, or work in such spectacular >>

# Here to lend a helping hand



The official charity of BIGGA provides assistance to its members and their dependents, offering financial assistance and practical help during difficult times.

-  **Help:** when you need it most
-  **Support:** through tough times
-  **Guidance:** on your welfare and development
-  **Financial Assistance:** during difficult times
-  **Care:** because YOU matter

For more information on how the BIGGA Greenkeepers Benevolent Fund can help please call 01347 833 800 or email [benevolentfund@bigga.co.uk](mailto:benevolentfund@bigga.co.uk)





Topdressing

natural environments, with the potential to take up roles anywhere in the world. It makes those 4.30am starts on tournament days a small price to pay.

The Old Course closed for play on Friday 17 June to allow it three weeks of rest and recovery. The turf team for the event has been reduced to around 50 greenkeepers (there were 100 volunteers at the US Open, in addition to other members of the maintenance team). The greenkeepers will also be supported by The Open Volunteer Support Team, made up of BIGGA members from all over the country (and some international members) who help ensure the bunkers are in top condition throughout the event.

An awareness of staff welfare means the St Andrews

“I’m just the face of greenkeeping at St Andrews, but hopefully events like The Open provide the opportunity to tell the story from the greenkeepers’ perspective

greenkeepers are given every second day off throughout the event, with staff working on a rotation. It’s just another example of how St Andrews Links and The R&A are trying to do the right thing and act as beacons for the wider industry. “Staff welfare is a big challenge that we all have to face now and we must manage things slightly differently,” said Gordon. We’re all trained to look after

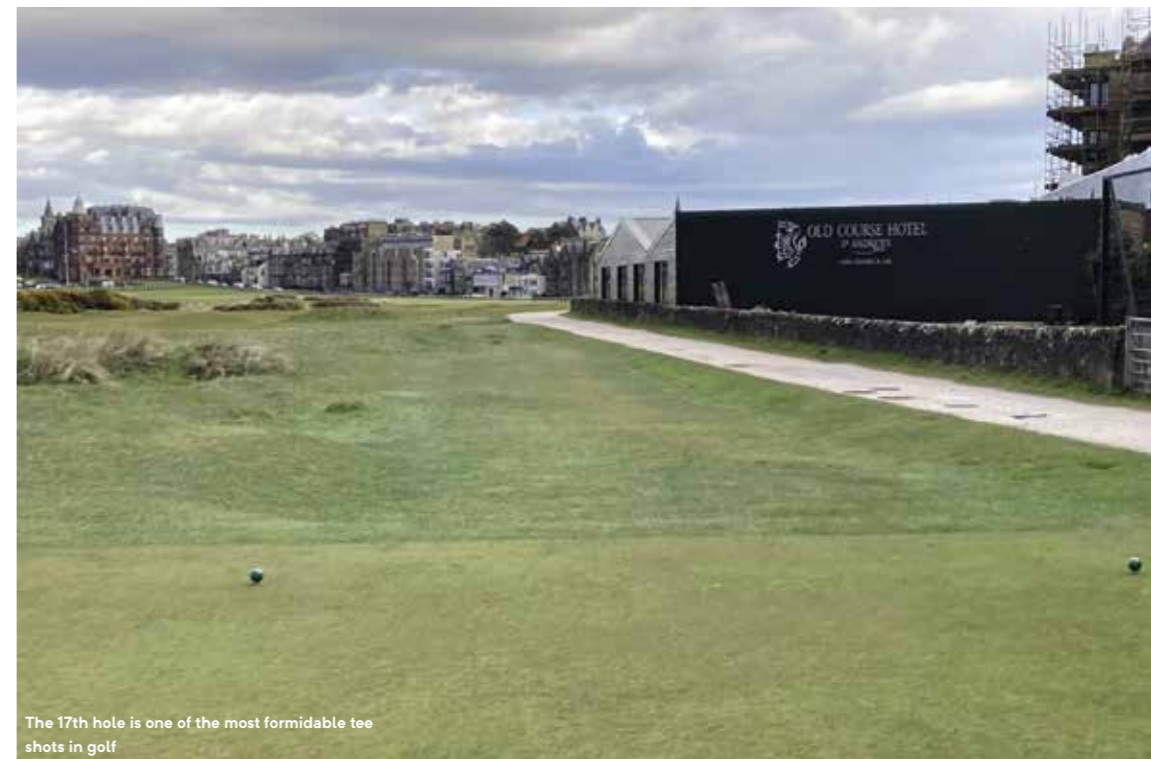
turf, but we’re also having to adapt and be aware of health and wellbeing, particularly on the back of COVID-19. “Our team has changed quite a bit since the last Open. We’re lucky we have a European Tour event every year, so over the last two or three years we’ve been trying out different people in various roles. I think of it like a football manager getting the opportunity to try different

players in different positions to find out who fits best. One of the big focuses this year is we’ve taken on a lot more apprentices, so we’re throwing them in and trusting every member of the team to go out there and do their job.

“A golf tournament is an opportunity to sell our golf course to the world, but it’s also an opportunity to sell greenkeeping to the world. I’ve had countless messages through social media, email, texts, just wishing us all the best. Everyone around the world has a close affinity to St Andrews and it’s crazy that what we do is so important to so many people. I get people who are not greenkeepers — they can be lawyers, doctors, whoever — following us on Twitter and LinkedIn and they’re interested in what

we’re doing on the course.” Although expectations are higher than ever before and one errant weed can show up on high-definition television coverage, appreciation for the greenkeeping profession is one that is seemingly growing at the highest levels of the game. Whether sharing a golf buggy with Tom Watson or offering curious caddies some tips about pin placement and greenspeeds, there’s a real understanding of the vital role greenkeepers play in the success of the game.

Gordon said: “The friendliest professional that I’ve ever spoken to on the course was Annika Sorenstam. She was absolutely fantastic and I had a 10-minute chat with her on a green at the first Women’s Open in 2007. She came across to me and asked if I was the superintendent, then started telling me all the great things about the golf course. In general, the women and most of the guys are so



The 17th hole is one of the most formidable tee shots in golf

appreciative of what we do. “I’m just the face of greenkeeping at St Andrews, but hopefully events like The Open provide the opportunity to tell the story from the greenkeepers’ perspective

and that will encourage more people to get into the industry. I’ve been doing this for a long time and I still enjoy it. I still get a buzz. When you get here first thing in the morning and you go onto the

golf course, there’s no better place to be.”

[Continue the conversation:](#)

Gordon is on Twitter at [@gord\\_mckie](#)

# ACCIDENT INSURANCE

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Read this for:

- / Research
- / Salaries
- / Working conditions

# THE BIGGA WORKFORCE SURVEY

Is there a crisis in greenkeeping?  
 Are more people leaving the industry than are joining it?  
 We reflect on what you told us about the greenkeeping industry in 2022

Karl Hansell, BIGGA



You can view the entire conversation on the BIGGA YouTube channel here.

Throughout May and June BIGGA undertook a major industry survey that sought to gather information about salaries and working conditions for greenkeepers throughout the UK.

We last undertook a greenkeeping industry survey in 2018, prior to the coronavirus pandemic. By comparing the results, we're able to learn how the pandemic has impacted greenkeeping teams and whether the subsequent surge in the popularity of golf has seen increased investment in the staff at golf clubs.

Over the following pages we've presented some of the data that we received thanks to the 1,373 survey respondents.

With approximately 2,500 golf clubs in the United Kingdom, this represents a significant set of data that builds a comprehensive image

of life at golf clubs in 2022.

And the results make for interesting reading. For example, the average salary for a course manager is in the £40,001-45,000 range, while head greenkeepers earn on average £30,001-35,000. Unsurprisingly, this number is tied directly to the green fees at the club, with cheaper clubs to play offering much lower salaries than more expensive venues.

Just over half of respondents told us they were happy working in the greenkeeping profession and 50.3% said that if they could go back in time, they would apply for their current role

again. One in five said they were unhappy working in greenkeeping while one in three admitted they are looking for a new job outside the greenkeeping industry.

With regards to issues of recruitment, 53% of respondents told us they have available vacancies on their team, with 83.5% telling us they struggle to recruit new staff. Alarmingly, just 2% said they found it easy to get staff in place if they have a vacancy.

What is your reaction to the results of the workforce survey? Let us know by emailing GI editor Karl Hansell on karl@bigga.co.uk or WhatsApp us at 07933 203 645. »



Watch the full webinar by scanning the QR code

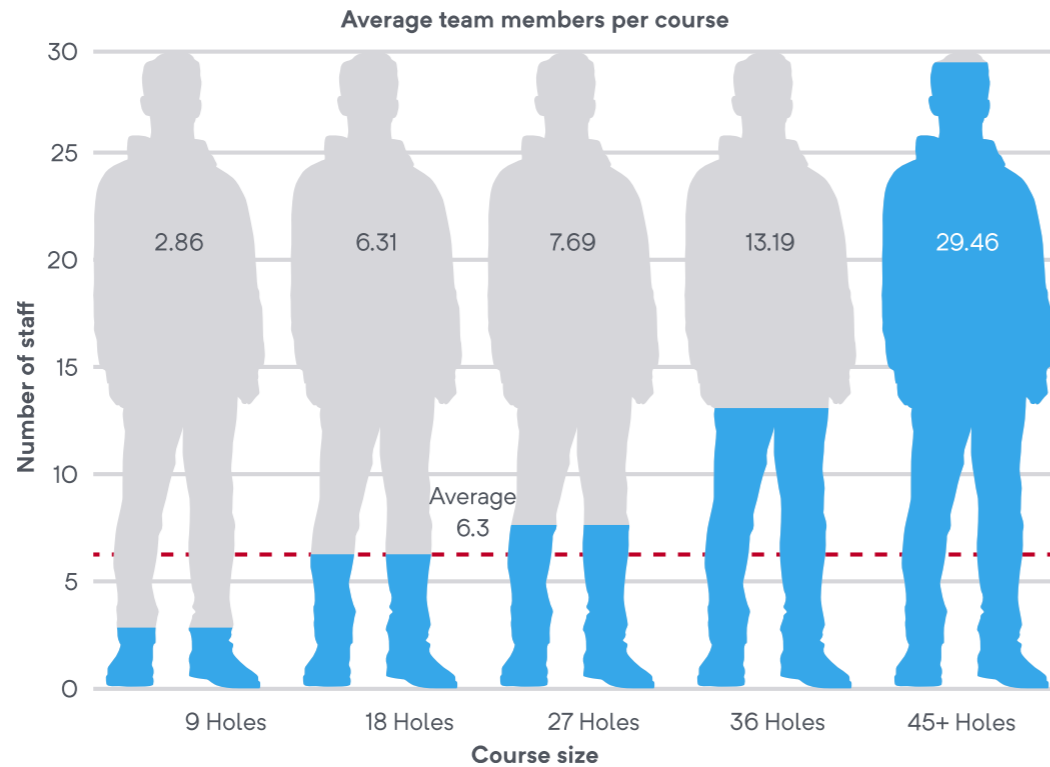




### Staffing levels

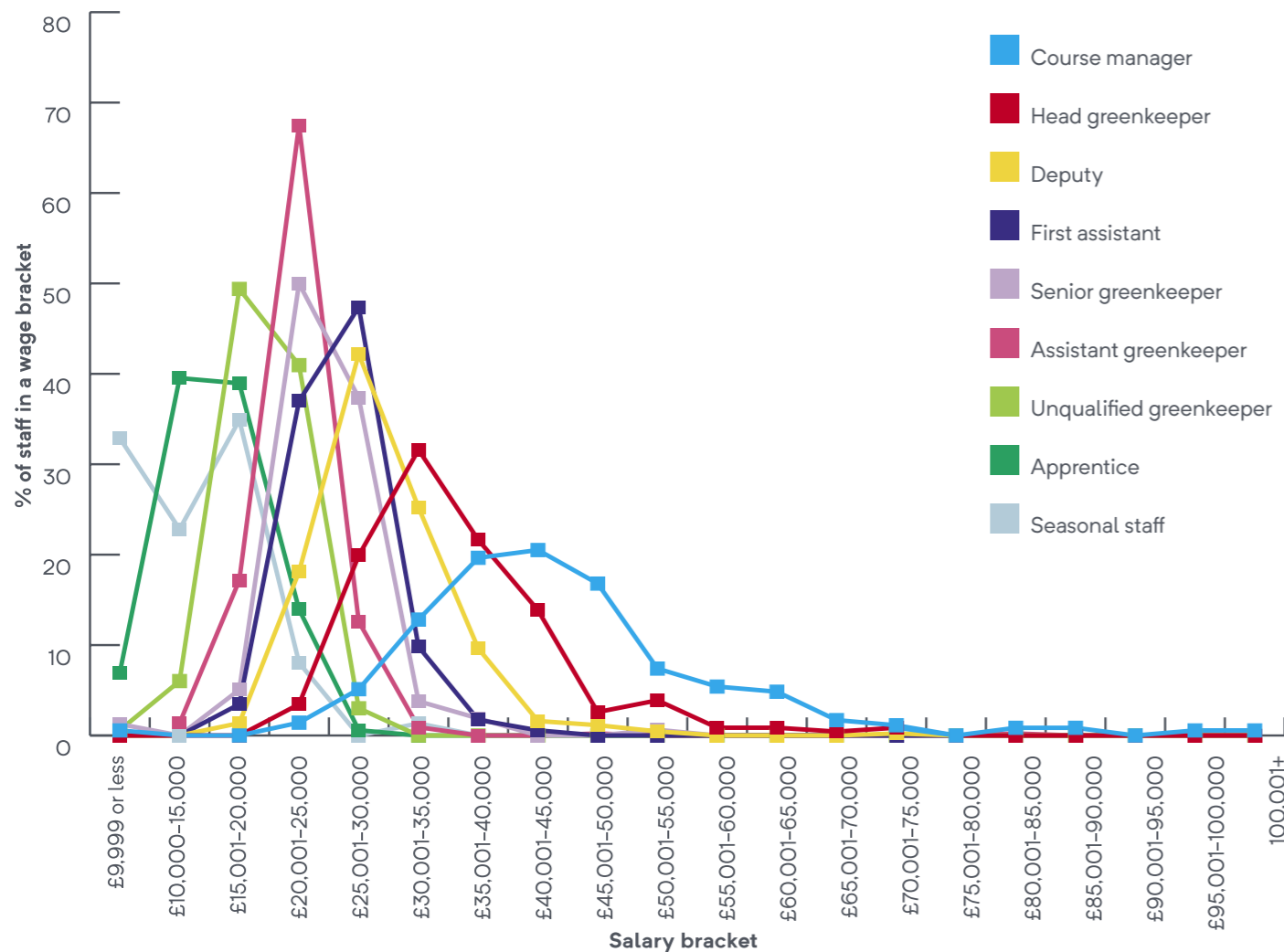
In 2018 the average 18-hole golf course had 5.5 full-time staff and one seasonal greenkeeper. In 2022 that number has increased to 6.3 with 1.6 seasonal helpers. This is almost certainly due to increased levels of play and, by extension, revenue that clubs have enjoyed in the last year or so.

The average course manager or head greenkeeper has been in their role for 9 years and six months. This is a drop from the 12 years and three months in 2018, suggesting a greater number of people changing jobs or leaving the industry entirely.



### Salaries

Average greenkeeper salaries (18 holes)



### Job satisfaction

This part of the survey asked respondents to tell us how satisfied they were in their role and within the industry itself.

**I am happy working in the greenkeeping profession**



**I feel like I am reaching my full potential in my current role**



**If I could go back in time, I would apply for my current role again**



**I am looking for a new job outside the greenkeeping industry**



0 20 40 60 80 100  
% of agreement

**1 in 3**  
told us they were looking for a new job outside the greenkeeping industry

The On Course Foundation has been good as ex-servicemen seem well suited to greenkeeping.

How have respondents had success in getting people interested in the greenkeeping profession?

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

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**Applications**

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Recovery Rate: 1ltr per Hectare two to three times a week until desired results are achieved.

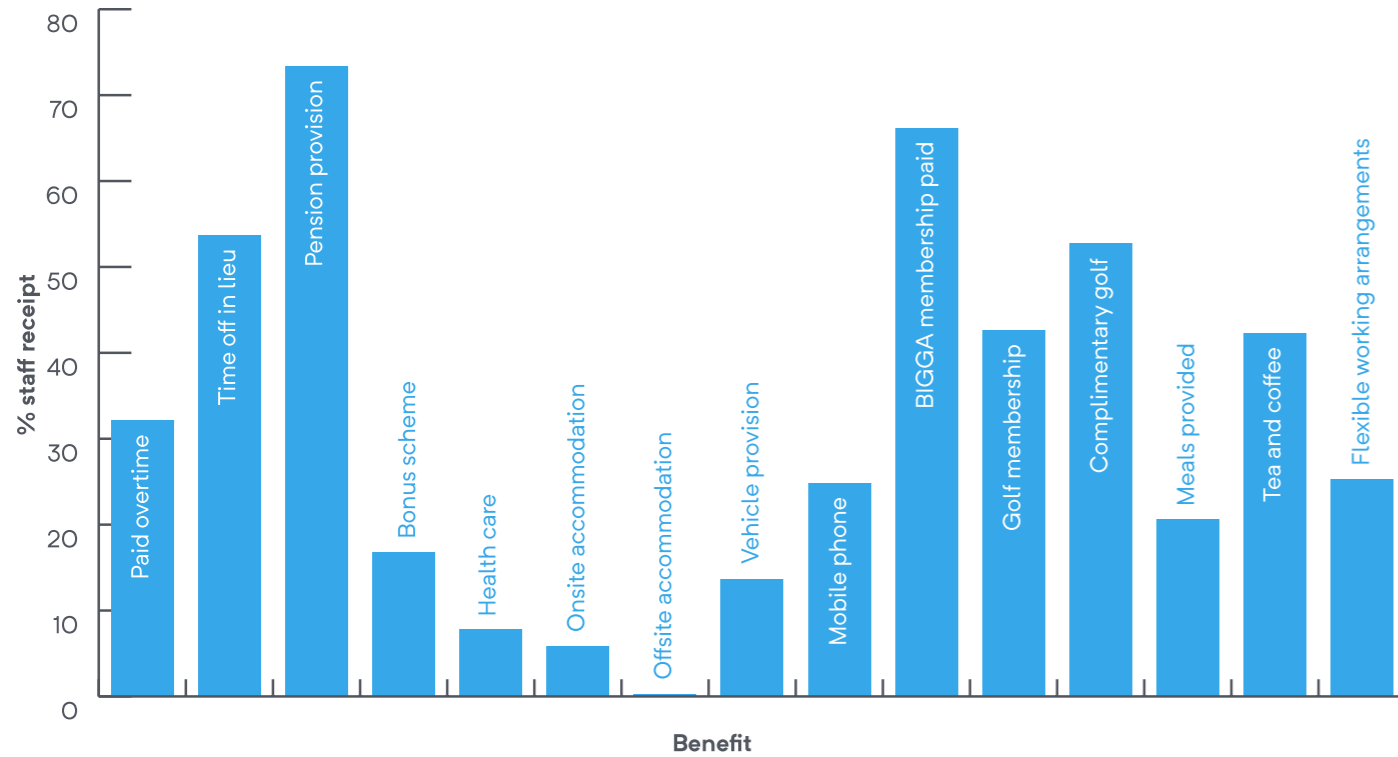
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### Staff welfare

With golf clubs enjoying an increase in revenue with the surge in player numbers following the coronavirus pandemic, we were interested to discover whether that money had been invested in the working conditions of the greenkeeping team.

- 30%** of clubs don't provide an office for the greenkeeping team
- 45%** of clubs don't provide WIFI for their greenkeeping team
- 79%** don't offer single sex changing facilities and toilets for female staff
- 29%** of clubs don't offer a drying room and changing facilities
- 40%** of clubs don't provide a washroom for their greenkeepers
- 29%** of clubs don't provide kitchen facilities for their greenkeepers

Benefits received by greenkeeping staff

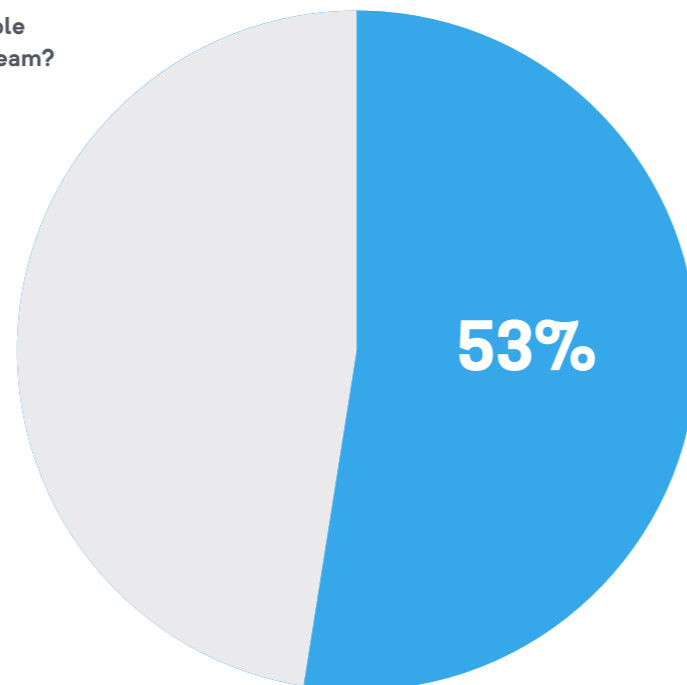


### Staff recruitment

A major talking point in the greenkeeping industry is the recruitment and retention of staff. We asked respondents to tell us how they found their experience of hiring staff, to get a better picture of the situation, rather than relying on anecdotal evidence. Here's what they told us:

Do you have available vacancies on your team?

- Yes
- No



“We recruit through local youth groups for our apprenticeship programme.”

How have respondents had success in getting people interested in the greenkeeping profession?

# ‘The chair of greens should be there to support the head greenkeeper, not to manage them’

Tom Brooke, GCMA, speaking at Continue to Learn 2022

We've been talking about the huge increase in participation over the last two years that has, for the time being, solved the issue of not enough people playing golf. Moving forwards, the focus is upon retaining those golfers and making golf an appealing sport.

But there is a bigger issue and that is staff retention. We can talk as much as we want about member and golfer retention, but if we don't have great people leading golf clubs as club managers, hospitality staff, head greenkeepers and greenkeeping teams, there won't be anyone there to provide for the increase in golf that we've seen over the last two years.

At the GCMA, we're seeing double the amount of recruitment adverts coming through our channels than we did two years ago. Clubs aren't filling vacancies and that may be because some club managers have been well looked after by their clubs during the pandemic and now don't want to move because they feel a sense of loyalty.

But more concerning for me is the amount of club managers walking away from the industry or from their clubs due to mental health and wellbeing issues, lifestyle challenges or wanting to find a career that is less challenging, demanding and has less pressure on personal time.

“More concerning for me is the amount of club managers walking away from the industry”

Between the home unions and ourselves, we need to be talking to club boards, committees and owners about how they factor employee wellbeing into their employment strategies and provide development and training opportunities.

The reality is golf clubs represent 2,500 small to medium-sized businesses in the UK and depending on their governance structure, there are a wide range of leadership styles and management structures. Trying to get a unified voice and a succinct message to help us with this challenge is something we must collectively take responsibility for. One of the organisations we work with is ChairNetwork, which is a community of golf club directors, and I think there is a great opportunity there. We're getting involved with ChairNetwork to talk to chairpeople and boards about this key challenge and the message we must promote.

The message must be clear that if we're not focusing on staff retention and looking

strong governance structure where boards and committees recognise they have employed a club manager to lead, advise and guide them.

The board or committee should provide the skills and support where the club manager needs it.

Equally, the chair of greens should be there to support the head greenkeeper, not to manage them.



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# ‘We need to find solutions that span the entire sport’

Jim Croxton, BIGGA, speaking at Continue to Learn 2022

We are in a market where the employee is king and we are struggling to fill roles in the industry. This is not just greenkeeping and rather it is across various sectors, particularly hospitality and leisure. The reasons are clear – if you’re working in hospitality and leisure, you’re working in everyone else’s leisure time and that usually means unsociable hours.

Traditionally these roles have been lower paid and with people reviewing their work-life balance following the pandemic, there are other jobs out there.

So, are we in a labour crisis or are we in a good jobs crisis, where there is too much competition and greenkeeping doesn’t present itself as an attractive option?

Money is not necessarily the key issue in senior roles in greenkeeping, but it is absolutely a key issue for those in their early years of their career. This year, the living wage will get up to £20,000 a year, but I can remember seeing assistant greenkeeper roles not very long ago that were advertised significantly below that level. If you can get minimum wage doing anything, then we have a challenge to get people to work at 5am, working weekends and in the cold during winter.

These are issues for the whole sport and BIGGA is taking a strong lead. There are also industry-wide discussions taking place because whatever we do must be in a coordinated way.

We’re trying to do our bit to

“This is not just a greenkeeping problem and it is being felt by every member of staff in that business

promote greenkeeping in a good light. For example, we are working with the Government on things, such as how they present greenkeeping. If you go on the National Career Service website, it doesn’t say ‘greenkeeping’, it says ‘groundsman’. We believe greenkeeping is big enough to have its own sector and we’re taking steps to address that. That same website says the salary band is £13,000 to £30,000, when in fact you can earn significantly more than that, so we’re not presenting the profession correctly to young children and parents who are deciding upon a career.

In many ways the biggest challenge is golf clubs themselves. Are golf clubs attractive places to work? We’re hopeful of adopting a programme in the mould of GCSAA’s First Green, which is a fantastic initiative that connects golf clubs to their communities.

We’re also seeing some success with people coming into golf after a career in other industries. We know through the On Course Foundation that there is an opportunity for people coming out of the military, who like the outdoors, structured working and

hierarchy to get into greenkeeping, so we’ve got to find a way of connecting with that.

It also feels like the sport is close to being able to dictate to golf clubs about how they behave. I’m involved in coaching football with my children and we must behave as a football club in the way the FA sets out. I was a school governor for a while and the same was true — you had to pass tests and get training to become a committee member or volunteer in an organisation. There’s never been that in golf and anybody can become a club captain, greens chairman or whatever it may be. That lack of guidance and structure is detrimental to the process.

Club managers tell me they are under stress and facing mental health challenges. I’m not always convinced that greenkeepers are aware of the stresses that club managers are under and vice versa. One thing people do is hide their challenges well — perhaps because they want to appear strong to employees — but on the occasion when we have got a course manager to open up, the club manager is absolutely shocked and can’t do enough to help because

it’s a problem they can relate to. So, this is not just a greenkeeping problem and it is being felt by every member of staff in that business.

Then, how do we convince golf clubs their payroll has got to rise if they want to continue to operate at the level they desire?

We are part of the Committee for Golf Club Salaries (CGCS) with England Golf, GCMA, PGA and others.

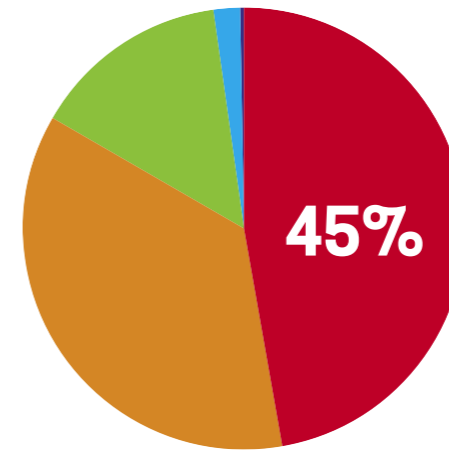
Towards the end of last year, we recommended an increase of 5% on all golf club salaries and it was seen as a cataclysmic rise, even though inflation is outpacing that. Alongside the salary rates it gives recommendations for the way the team should be treated and it’s heartening to see so many clubs taking notice and implementing those guidelines.

There is data to show that the golf course is the most important factor relating to a golfer’s enjoyment at a club. On average, 46% of the overall club’s budget is spent on the golf course, making it the highest expense. Yet many clubs still don’t feel that the course manager, head greenkeeper or director of agronomy is a member of the senior management team and that is frightening after all these years.

The recruitment and retention of golf club staff is a big challenge, not just for greenkeeping but for our entire sport. What affects the golf course and the club affects the entire golf industry, so we need to find solutions that span the entire sport.

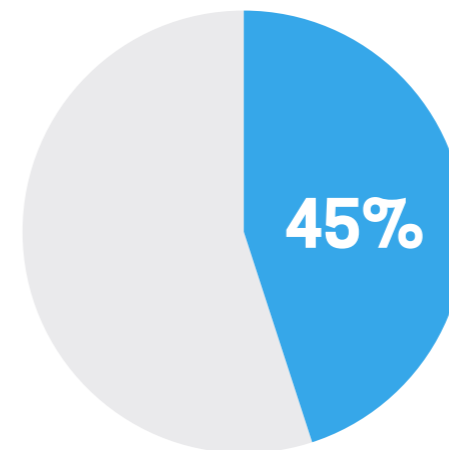
When you recruit, how much do you struggle to get staff in place?

- Very difficult
- Difficult
- Neither difficult or easy
- Easy
- Very easy



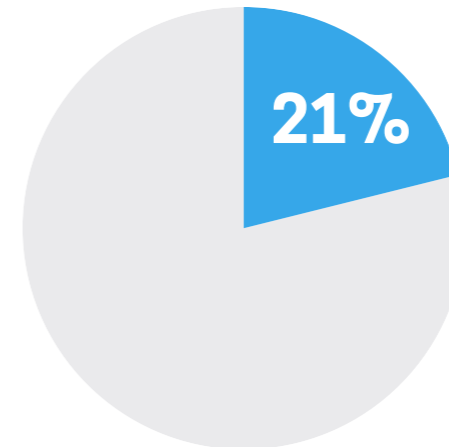
When recruiting, do you include the salary on any advert?

- Yes
- No



Have you previously used a recruitment agency to hire temporary staff?

- Yes
- No



**84%** told us they struggle to recruit staff when advertising vacancies

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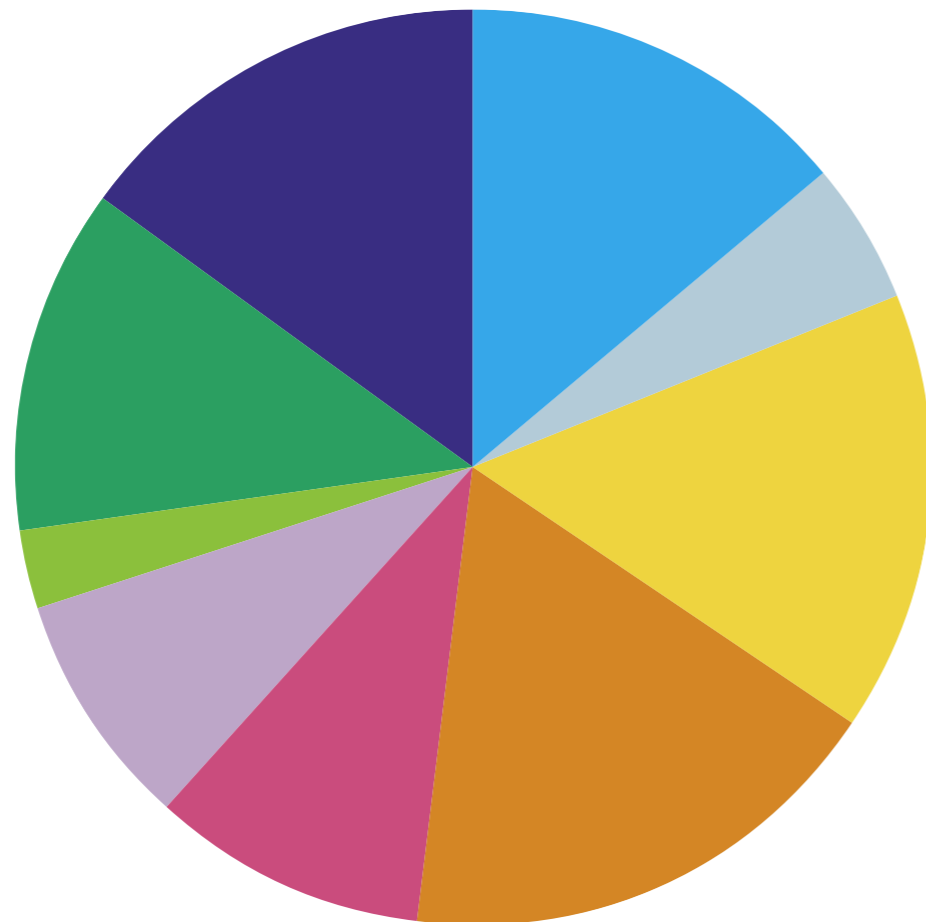
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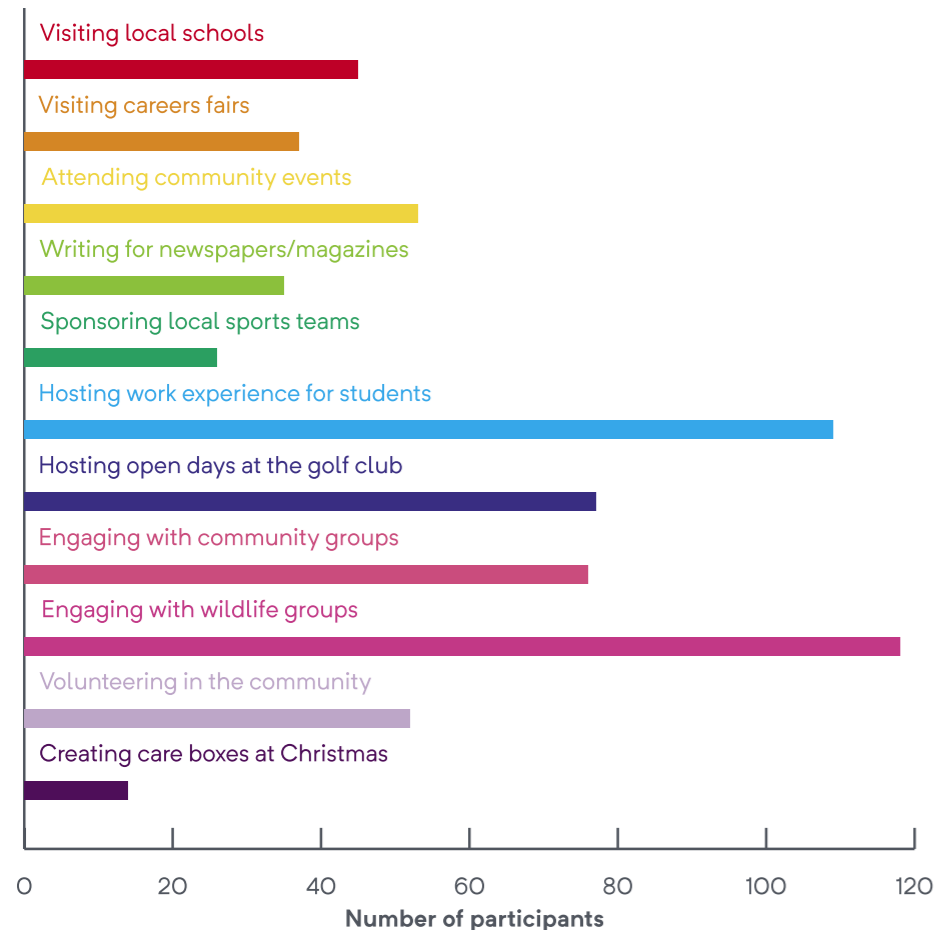
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When you have recruited staff, what background did they have?

- School leavers
- Internal promotion
- Apprentices
- Career changers
- Unemployed
- Horticultural
- Other clubhouse staff
- Former greenkeepers returning to the profession
- Other golf clubs/sports facilities



We asked survey respondents to tell us any ways they had undertaken outreach in the community, as a means of raising awareness of the golf club and the greenkeeping profession. Of the over 1,300 survey respondents, only 353 told us they had undertaken at least one of the following:



“ We interview the same day as they apply, then we offer the job on the same day or as near as possible to their application date.

How have respondents had success in getting people interested in the greenkeeping profession?

**27%**  
only 353 out of 1,300 respondents could tell us they had proactively attempted to raise awareness of their golf club in the community

# ‘This is a moment in time when we should be communicating with clubs and encouraging them to invest in their workforce’

Richard Flint, England Golf, speaking at Continue to Learn 2022

**Golf clubs are thriving and we’ve seen an increase of 90,000 new golf club members in the last 12 months, which is a 14% increase.**

Over the next 12 to 18 months, there will be a squeeze on disposable income and those who have

memberships may not choose to renew them in a year’s time. Retention, from a golf club’s point of view, is critical. But financially, we have a moment in time when golf clubs can invest in our workforce.

We need to educate golf clubs about the importance of good governance. At England

“ We can educate decision makers and influencers within clubs to do the right thing. In the conversation about education, training and support for those working in golf clubs, we must consistently impress on golf clubs that this is the right thing to do.



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Golf, we have terms of affiliation that are mandatory. One of those is that every golf club must achieve SafeGolf accreditation. It has taken 18 months to get almost every golf club accredited, but clubs have started to listen to us as a national governing body.

We have seen that we can educate decision makers and influencers within clubs to do the right thing. In the conversation about education, training and support for those working in golf clubs, we must consistently impress on golf clubs that this is the right thing to do. This is a long-term thing and we’ve got to keep going.

We have a delivery network and when we meet with golf clubs, we ask to meet with the senior management team. I would suggest that less than 1% of greenkeepers

are in those meetings, which is pretty stark in terms of how golf clubs see the importance of greenkeeping staff, despite them having responsibility for managing the most important asset of a facility. We must redress that balance and part of that is in terms of the influencers and decision makers at clubs. There are a lot of volunteer-run clubs and we must educate and support those volunteers from a good governance perspective to let the paid workforce be accountable and get on with their jobs.

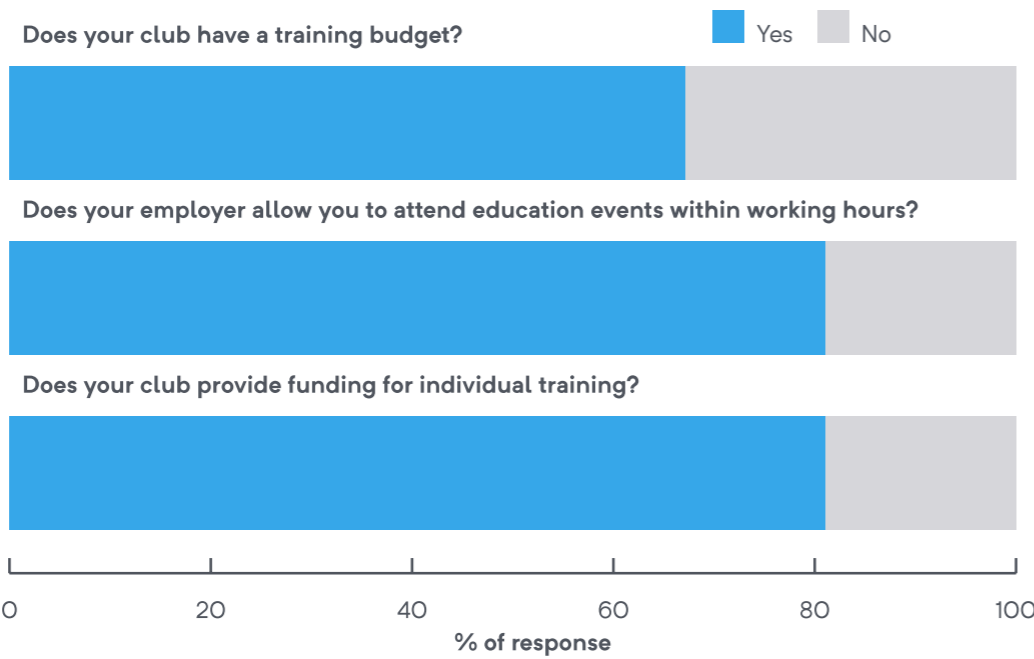
From a training, qualifications, salaries and working conditions perspective, this is a moment in time when we should be communicating with clubs and encouraging them to invest in their workforce.

### Staff training

With golf clubs enjoying an increase in revenue with the surge in player numbers following the coronavirus pandemic, we were interested to discover whether that money had been invested in the professional development of the greenkeeping team.

“We have a refer-a-friend incentive.

How have respondents had success in getting people interested in the greenkeeping profession?



### Salary guidelines

The Committee for Golf Club Salaries is not a new initiative, having been formed in 1997. The CGCS is an independent body that includes representatives from the home unions and membership associations within the golfing industry alongside independent experts. In 2020 the CGCS launched the online salary calculator system, which enables golf clubs to set salaries based upon standard industry levels. However, although respondents told us there is substantial awareness of the CGCS guidelines, there is much work to be done to get these implemented widely at golf clubs.



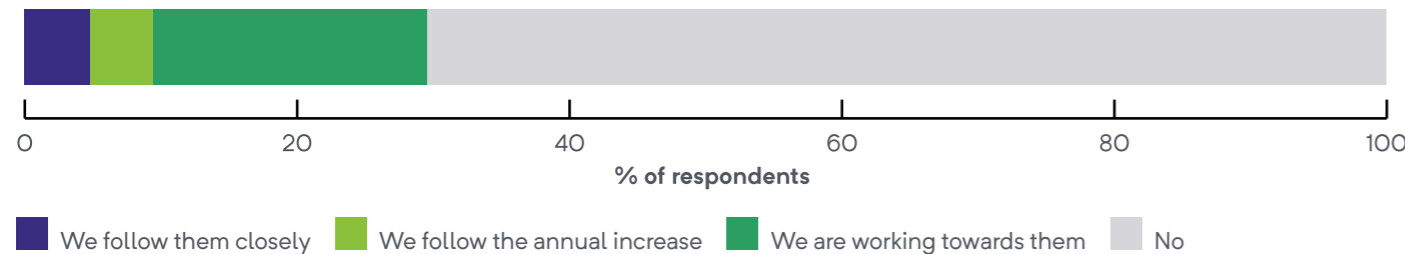
Do you know about the CGCS recommendations for golf club salaries?



Have you discussed CGCS guidelines with your line manager in the past?



Are salaries at your club influenced by the CGCS guidelines?



Watch key industry leaders discuss this topic in more detail here:



# ‘We have an obligation to set the stage for the future’

Rhett Evans, GCSAA, speaking at Continue to Learn 2022

In the United States we had 47 million people quit their jobs during the pandemic and if you go online, you will see terms such as ‘the Great Resignation’, so this is going on in every industry. People are re-evaluating what they want to do with their lives.

Working in golf is seen as a challenge and so it’s time we changed that narrative. Many of us who grew up in this industry have the badge of honour that we were the ones who got up early, worked weekends and at Christmas and we feel an obligation to pass that on to the next generation. But society today doesn’t want that badge of honour.

“Unfortunately, sometimes it takes a crisis to create change.”

We have an obligation to set the stage for the future. We have a considerable amount of baby boomers who are retiring and we’ve got to figure out how we can attract the next generation of workers. We’ve established a programme called First Green that takes young people in schools and gives them the opportunity to touch, feel and smell a golf course. We teach

them how STEM education plays an important role at a golf club and they learn about the environmental benefits, so they begin to think about golf differently. They realise this isn’t a job where you are pulling weeds and mowing turf, but you use your brain, work with technology and figure out how to work in an ecosystem. We’re hopeful that will begin planting seeds for

future generations to be attracted to the game. Unfortunately, sometimes it takes a crisis to create change. I think we’re going to have to go through significant disruptions in order for business models to change. It takes time for individuals to understand that if we are not protecting the greatest asset of our facility — the golf course — it’s eventually going to suffer. I think that’s starting to happen and as clubs are unable to fill their available vacancies, they will begin to see the effect on revenue and the condition of the golf course, so they will start to realise they must make those changes.



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#### What is Aquaritin Defend?

Aquaritin Defend is an advanced Nano Scale foliar spray which combines a balanced mix of 13 plant nutrients in a single formulation. It contains primary nutrients (PK), Secondary nutrients (Ca, Mg, S), Micro nutrients (Fe, Mn, Zn, Cu, B, Mo), and, in addition, Silica and Cobalt. The particle size is between 1 and 30 nm and each nutrient is absorbed on to nano-silica molecule preventing them from bonding with each other, with water, or the atmosphere. Nano particles allow for easier dispersal and integrated suspension in the tank and with micro droplets offer better coverage during application. Aquaritin Defend tank mixes easily with other Fertilisers, Fungicides and PGRs and is absorbed by the plant through the leaves within a few minutes of application. Significant benefits noticed by Turf managers when applying Fungicides.

#### Benefits of Aquaritin Defend

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#### Applications

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# What is BIGGA doing to support its members?

There are many reasons why the greenkeeping industry, along with many others, is struggling to recruit and retain sufficient staff, but ultimately it is a 'supply and demand' issue and currently demand for staff outweighs supply. This is down to a combination of comparatively low salaries, lack of advancement opportunities, job satisfaction and working conditions. BIGGA is working on many fronts in an attempt to improve matters:

## Committee for Golf Club Salaries

- / This independent committee includes representation from all the membership associations in golf along with the home unions. There are also some independent representatives.
- / The CGCS makes recommendations to the industry on salaries, terms and conditions for the workforce in golf clubs.
- / BIGGA is a strong voice within the CGCS.
- / The CGCS has adopted salary calculators, which take a number of factors into account and recommend suitable salaries for each role.
- / Earlier this year the CGCS recommended the highest salary increase in its history (5%)

## Golf industry advocacy

- / BIGGA meets regularly with the organisations that govern and manage the sport of golf in the UK.
- / We regularly lobby for support in the areas of working conditions, treatment of staff and salaries.
- / We are currently lobbying for a 'code of conduct' to be enforced at golf clubs that covers the way in which staff are treated.

- / We have met with representatives from the entire golfing industry to outline the challenges we all face. A number of initiatives were discussed and are in development.

## Promoting the profession

- / BIGGA is working with the Golf Course Superintendents Association of America to develop an initiative that connects golf clubs with local schools to showcase career opportunities in golf clubs, particularly greenkeeping.
- / BIGGA works with the On Course Foundation, a charity that connects members of the armed forces with careers and opportunities in golf.
- / The greenkeeping apprenticeship schemes were among the first to be launched under the new Trailblazer initiative.

## Education

- / Through our work with the Greenkeepers Training Committee (GTC) and our own efforts, there is no doubt the appreciation of education standards of greenkeepers is improving. We know how skilled and professional greenkeepers are, but unfortunately not all golfers and

- employers recognise this. Raising standards in this area is key. The Level 5 Course Manager Apprenticeship will be important in this as the Foundation Degree-standard qualification is at an equivalent level to the PGA Professional qualification and the Diploma in Golf Club Management.
- / BIGGA works closely with the Golf Club Managers Association and Club Managers Association of Europe, regularly providing articles, conference presentations and content for education. All of this is aimed at increasing respect and pay for greenkeepers. At a conservative estimate, we have presented to in excess of 1,000 club managers in recent years.
- / BIGGA invested in the production of Your Course magazine to every golf club in the country. This magazine was undoubtedly influential in educating golfers as to the skills and passion that greenkeepers bring to their role.
- / We have engaged successfully with publications across golf, such as Golf Monthly, National Club Golfer, GolfMagic and others to provide positive, informative content for their audience. We know greenkeeping content is popular with these readers and we are providing more and more of it.



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# PAY BACK ON DOLLAR SPOT INVESTMENT



Dollar spot may have an American ring to its name - and is certainly more prevalent on the US high humidity east-coast courses - but it is now being increasingly reported in the UK.

Sean Loakes, Syngenta Turf Technical Manager UK & Ireland

**Not only is the dollar spot pathogen – *Clarireedia homoeocarpa* – now widely spread across UK and European courses, but the climatic conditions it requires are occurring more frequently and some of the changes in turf management practices have further favoured its development.**

The disease is now set to become a major focus for 2023, with new trials and the creation of proactive Integrated Turf Management plans, to prevent damaging losses.

Extensive research has shown that dollar spot thrives in warm, humid conditions. For most of the UK the

temperatures can be high enough from early spring right through to late autumn – with the full extent of the season depending on location. In some coastal areas, it could be pretty much all year.

The other factor is humidity, so once tools such as Syngenta WeatherPro start

to show minimum nighttime temperatures are above 10°C, combined with high humidity and prolonged periods of leaf wetness – from rainfall, heavy dew or irrigation – the risks of dollar spot really start to build.

Historical disease risk records pinpoint the extended threat of dollar spot, with the south west of England typically at risk for the longest season, but the south and west coast of Scotland and Ireland experiencing the highest intensity of risk, with wetter summer conditions raising humidity levels.

Changing climatic conditions of higher temperatures, combined with increased incidence of extreme storms and downpours, further raises the potential incidence of dollar spot.

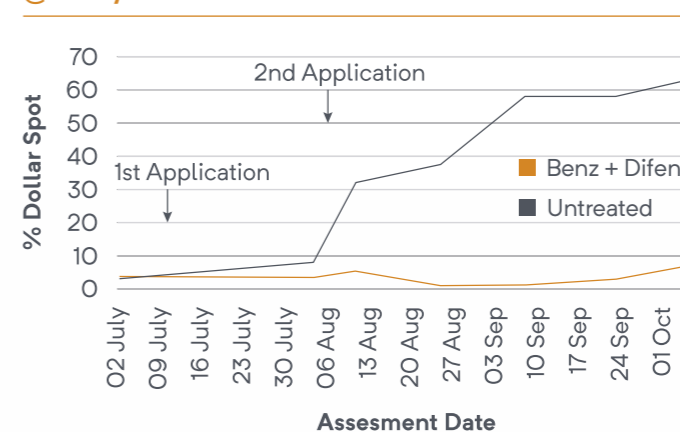
The Smith-Kerns model, created in the US in 2018, uses a combination of relative

humidity and temperature to predict the likely outbreak of dollar spot. It provides a probability rating for the development of the disease, with the recommendation for preventative fungicide application when a 20% risk is exceeded. The actual threshold used on individual courses will depend on turf disease susceptibility and other ITM practices in place.

The predictive modelling not only gives more precise timing of when to start the dollar spot programme, but if the fungicide is giving a 21-day protection, for example, if the risk threshold is below 20% when the period has elapsed, re-application can be safely extended until the pressure rises again.

As weather forecasting becomes more accurate and detailed, so the precision and localisation of the prediction improves. Dr Jim Kerns, associate professor at NC State University, believes a treatment programme following the Smith-Kerns model will enable increased control of dollar spot, without increasing – and

**Fig 1. Dollar spot fungicide application trial - two applications @ 21 day interval**



potentially reducing — the amount of fungicide used.

Furthermore, the cultural aspects of ITM plans do appear successful in holding dollar spot at acceptable levels for much of the season, if they can be practically implemented across the course.

Keeping the leaf surface as dry as possible will help reduce a humid microclimate in the sward. If you are irrigating, then applying a higher rate less frequently and allowing the leaf to dry in between could be advantageous. Using the wetting agent Qualibra that

will move moisture down from the surface, but hold it in the root zone, will help to optimise the value of irrigation and reduce risk.

A build-up of organic matter will hold moisture at the surface, so maintaining aeration and air-flow further helps with reducing risk.

Providing adequate nutrition has also been shown to reduce the severity of dollar spot attacks. With increased costs the reduced fertiliser inputs, particularly on fairways, could create more lean and stressed turf more susceptible to infection.

The challenge arises if the disease is present on tees and fairways, and conditions turn highly favourable for its development, it could more easily spread onto greens. That's where understanding the risk and having a preventative fungicide strategy in place can be most effective. Syngenta turf research in

Europe (Fig 1.) has demonstrated how a proactive control programme with the development fungicide, benzovindiflupyr + difenconazole, started at the first signs of dollar spot outbreak (3% of surface affected) prevented disease spread. A second application at 21 days allowed the surface to recover to just 1% infection. At the same time, infection in the untreated area increased steadily to reach 60% of surface affected after 50 days.

Dr Paul Koch of the University of Wisconsin-Madison reported excellent dollar spot control from the fungicide combination. "The treated plots looked great, particularly at the 14-day (spray) interval. We also haven't seen any other diseases break through," he said.

His trial assessments under high disease pressure revealed over 75 dollar spots per square meter on untreated turf plots, while the treated turf had zero infection lesions.

Based on his trial results, Dr Koch believed it would be best used during warm and humid spells over the summer by mid-west US superintendents, where dollar spot is the primary disease. In the UK, Instrata Elite is also approved for the control of dollar spot.

**Continue the conversation**

Read the full feature at [www.syngentaturf.co.uk](http://www.syngentaturf.co.uk)

**Table 1: Summary of dollar spot research studies have shown the combination of higher temperature and greater humidity significantly increases the probability of disease epidemic**

Temperature	15°C	20°C	25°C	30°C	
Relative humidity %	20	0%	0%	1%	3%
	40	0%	3%	10%	15%
	60	4%	10%	25%	45%
	80	20%	40%	65%	80%
	100	55%	85%	90%	95%

“ Risks of dollar spot really start to build when minimum nighttime temperatures rise above 10°C, combined with high humidity and prolonged leaf wetness – from rainfall, heavy dew or irrigation



The science of modern greenkeeping  
Find further insights at [www.syngentaturf.co.uk](http://www.syngentaturf.co.uk)





This feature was adapted from a talk given as part of the Continue to Learn 2021 programme and BIGGA members can view it online now in the Members Area of the BIGGA website.



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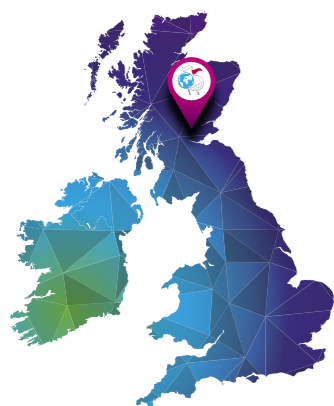
- / Thatch control
- / Drainage
- / Working to deadlines

# Large scale organic matter management in preparation for major tournaments

Steve Chappell, golf course superintendent, Royal Bled, Slovenia with additional reporting by Karl Hansell, BIGGA

Gleneagles\_PGA Centenary Course

Location: Auchterarder



**I'm not a soil scientist, or a microbiologist by any stretch of the imagination. Rather, this feature is an open account of my experiences in dealing with an organic matter issue in preparation for a major golfing event.**

The situation took place between November 2011 and October 2014, when I was head greenkeeper at Gleneagles and we hosted the Ryder Cup, one of the biggest events in golf.

Gleneagles sits in the heart of Scotland, in Perthshire. This was the most northerly latitude that the event had ever been played at.

The PGA Centenary is Scotland's only Jack Nicklaus signature course and opened for play in May 1993.

When it was designed and constructed, the drainage system was based on a surface runoff system. There was a lot of contouring that went down to catch basins, with the idea

being that when you get a rain event, the water would run across the surface and into these drains.

Obviously, anyone who has spent any time in Scotland knows that the country gets consistent rain events and rather than getting an inch of rain in an hour, that inch might fall over five hours.

At Gleneagles we discovered how that sort of consistent precipitation doesn't blend well with that style of

drainage catchment system.

The course would not come into full growth until the back end of May or early June and it wasn't uncommon to get frost on the ground during May. In fact, when the golf course opened for play in 1993, they could only play nine holes for the opening ceremony because the rest of the golf facility was covered in snow.

With that steady amount of precipitation, the cold spring

**“** We could not consistently produce a good performance in those surfaces and they struggled with diseases.

and a small growth window, there is always a lot of pressure to deliver a playing surface.

Unfortunately, those pressures had led to an excessive amount of organic

matter accumulating within the surface of the fairways and some approach areas.

We could not consistently produce a good performance in those surfaces and they struggled with diseases.

Although we had done aeration, it was not an acceptable situation to be in by any stretch of the imagination.

As a greenkeeper, my thought process was that if we've got an organic matter issue, then we should just core it out and we closed the golf course from the end of October 2011 through to April 2012 to do renovation work.

We started hollowcoring and topdressing but »





Figure 1 shows a soil profile sample with the sand dissipating into the organic matter

were mowing fairways almost daily just to keep up with the growth rates.

We decided to break that cycle and use liquid applications only. We applied sulphate of ammonia and sulphate of iron in the spring, then urea and Farmura Ferrosol in summer. We used the Ferrosol for summer colour and by the latter stages of the summer, the clip yields were in line with sensible levels. We dropped our annual application of nitrogen to 50kg per hectare and we were starting to see the benefit of that in savings in equipment usage and man hours. The presentation was increasing and we had a much stronger grass plant, so we had broken that first stage of the cycle.

As we approached the autumn of 2012, we carried on sanding and solid tining but we decided that coring was still not an option for us. We continued to have some drainage issues. The image below is an example of that low cloud, dreich situation where the accumulation of water increases. This water would run down both sides of the fairway into a catchment.

We decided the best option would be to cut some sand bands at 3m intervals (Figure 3). These were 50mm wide and 250mm deep and filled with straight sand. We were going to do 60,000 linear

metres of this over a number of fairways and semi rough areas on the golf course.

It didn't always go quite to plan and Figure 4 (below right) still brings back some painful memories for me. If ever the old adage that you can't make an omelette without breaking some eggs was applicable, it was here.

This was a real moment when you must have faith and believe you are doing the right thing.

Spring 2013 arrived and the Scottish weather was playing ball. We were also starting to see the demand increasing on the PGA Centenary, due to the Ryder Cup coming at the end of the following year. There were lots of corporate golfers, who pay a lot of money to play at a Ryder Cup venue. They were expecting a Ryder Cup experience every day they stood on that golf course so we couldn't be out there chucking tonnes of sand on fairways when these guys were trying to play golf, it just wasn't working.

We had worked out that if we were going to have any hope of getting a firm, dry surface that was able to withstand significant rain events, we had to get around 5,000 tonnes of sand on the course.

Scott Fenwick, director of agronomy and estates, took a business proposal to the hotel

unfortunately the surface and the profile were so wet that we were not even able to remove those cores. Quite a few were left in the ground and the cores that did come out were barely scratching the surface of the problem, so it was not worth continuing that practice.

We needed to dry the surface out so we started using a Sand Master. Since it opened, the golf course also had an additional 41km of pipe drainage installed to fairways, semi-roughs and carry areas.

Figure 1 (above) shows the profile of the compacted glacial deposit construction layer, which had been compacted and panned into, to help with runoff. You couldn't even get a tine into this and the Sand Master would only go down four or five inches. While we were getting some connectivity with the drains, they were closing back up quickly. In Figure 1 you can see how in the top 15mm the sand is dissipating into the organic material and not doing what we'd hoped it would.

The next thought was that we could dilute it with sand and then tie that in with 19mm tines. That would push the sand into the profile and break up the pan layer.

We used a 2-metre Wiedenmann terra-spike but the amount of bent and broken tines and the amount this machine jumped out of the ground was quite incredible. It was incredible that the surface could be as soft as it was yet the ground underneath was like concrete. I have never seen anything like it before in my life and it caused some serious thought

as to what we could do to solve the problem.

As we came into the summer, the situation reversed. In some respects, it was worse because it was so difficult to keep the soil hydrated. The upper layer would become very dry and underneath it was a hard pan layer. It was a challenge to create good surfaces and make the product perform at the level it needed to be.

As we analysed the entire situation, the one thing that clearly needed to be addressed was the fertility programme. Historically we had been using more than 250kg of nitrogen a year in granules to get colour, density and to create the tournament conditions that people who were coming to play the golf course expected to see.

Unfortunately, because I was trying to box off fairways to prevent as much organic matter as we could from going into the profile and making the situation worse, it was an almost impossible task. We



In Scotland, this wet and gloomy weather is known as 'dreich' and it can cause havoc to the drainage of golf courses



Figure 3 - cutting sand bands into the fairways

management to explain we needed access to the course.

That resulted in us being given 60 days of closure on the PGA Centenary course in 2013. This is an important message to consider.

When I managed Neath Golf Club, we had our maintenance weeks in spring and autumn and just about every club I have ever managed or visited, they have their maintenance weeks but the golf courses stay open.

Instead of having five days where the golf course is open, I worked out that we could get all that work done in three days if the club was closed.

A suggestion is to make a reciprocal arrangement with a local club so while you're doing maintenance, your members can play a different course, but then at another time there is a reciprocal agreement so they can close and do work and their golfers will come to you. In a normal year, that would certainly help with productivity.





Figure 4 - The 12th fairway churned up after wet weather and remedial work

Around this time, we began asking whether there was anything else we needed to do. Soil biology products had been used on the property before without an enormous amount of success, mainly because the cultural practices really hadn't changed with it. We'd broken that cycle a little bit and there was more development and understanding of biology than there ever had been.

There were a lot of people using it, as there still are now, but there was always scepticism and people asking what you were actually getting from it, because you can't see anything happening.

We invited the four market leaders at that time to come to the property, see the problems and talk with us about what we were looking to achieve, and then to put a proposal forward as to what they would do.

We decided to go with Martin Townsend at Severn Amenity Services. Figure 5 shows the programme we >>





## Water management in the balance

Don't let drought conditions upset the water-to-air balance in the rootzone.



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- ▶ Provide complete soil wetting
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- ▶ Enhance prevention and control of Dry Patch
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Figure 5. Severn Amenity Services - 2013 Biological Programme per one hectare of fairways: Centenary Course, Gleneagles

Gaia Products	May	Jun	Jul	Aug	Sep	Oct	Nov
Complex Tea		500gm/ha	500gm/ha	500gm/ha	500gm/ha	500gm/ha	500gm/ha
N-Fixer		250gm/ha	250gm/ha				
N-Balance (food source)		5lt/ha	5lt/ha	5lt/ha	5lt/ha	5lt/ha	5lt/ha
Fungal Digester		250gm/ha	250gm/ha	250gm/ha	250gm/ha	250gm/ha	
Boost (food source)		10lt/ha	10lt/ha	10lt/ha	10lt/ha	10lt/ha	
Sea-X Liquid Seaweed		15lt/ha	15lt/ha	15lt/ha	15lt/ha	15lt/ha	15lt/ha
Liquid O2+		2lt/ha	2lt/ha	2lt/ha	2lt/ha	2lt/ha	2lt/ha
Hydrate			1lt/ha			1lt/ha	1lt/ha
Bio Sulphur						20lt/ha	

adopted for the 2013 season, starting applications in June.

- The products were:
- / Complex Tea — a non-brew blend of 27 micro-organisms (bacteria and fungi)
  - / N-Fixer — consortium of nitrogen fixing and companion bacteria and a phosphate stabiliser
  - / N-Balance and Boost — high carbohydrate food sources
  - / Fungal Digester — a blend of Phanerocheate, Geomyces and Trichoderma to break down thatch, in particular plant lignum, and greatly assist in organic degradation
  - / Hydrate — surfactant and penetrant
  - / Bio Sulphur — a sulphur-calcium-ammonium complex that helps break up soil particles by the flocculation process

(similar to gypsum) Along with this we used a high quality seaweed, Gaia Sea-X, which I still use today. I've always been a big seaweed user and believe the benefits to the grass plant of using seaweed are fantastic. By September 2013, no granules were being used and we were seeing good presentation. The grass plant was healthier and things were going in the right direction. For the first time since 2011, we could see a little bit of light at the end of the tunnel. Winter came, but the work needed to continue. This is something that has stood me in good stead over the years - when I started out in greenkeeping, you didn't touch the grass during the frost. I'm not suggesting you would topdress greens or do any significant aeration to putting surfaces when there is frost on

the ground, but we took the opportunity when the golf course was closed to do some work on the fairways. The ground was hard, so we carried on aerating. We saw no damage to the surface other than some burn marks in the roughs when we were turning the tractor and they soon grew out. We came out of winter stronger than we ever had done, we retained some good colour and the liquid applications started going down. We started to get growth earlier, soil temperatures warmed up quicker and we had a more upright, healthy grass plant so things were going in the right direction. We sat down with Martin again and looked at the programme for 2014. With the event coming in September, we were not going to get a second shot at this. It was time to go big or go home, and we

went big. We really invested in the programme. The other thing we needed to contend with was that in 2014 demand for golf on the PGA Centenary was going to outstrip the King's course for the first time ever. We knew it was coming and so we put together a proposal for maintenance closures that amounted to 70 days, including the whole of September. We agreed to uninterrupted maintenance on the golf course and that meant when resort sales were selling golf on the PGA Centenary, they knew that if the course was open, it was only ever going to be general setup taking place, which was a win-win situation for everybody. We would do set up in the morning and then in the afternoon we would do attention to detail work, such as edging out cart paths, trimming sprinkler heads and anything that wasn't going to annoy golfers. We managed to get 3,000 tonnes of sand out the previous year so we had another 2,000 tonnes to go to reach our target. We started doing the approaches, as well as the fairways, to keep that process moving on. One of the big things we picked up was that instead of conventionally brushing sand in, we would brush before we



Figure 7 - The work pays off and the course is ready to host the Ryder Cup

Figure 6. Severn Amenity Services - 2014 Biological Programme per one hectare of fairways: Centenary Course, Gleneagles

Gaia Products	Mar	April	May	Jun	Jul	Aug	Sep	Oct	Nov
Complex Tea		500gm/ha	500gm/ha	500gm/ha	500gm/ha	500gm/ha	500gm/ha		
N-Fixer		250gms	250gms	250gm/ha	250gm/ha	250gms	250gm/ha		
N-Balance (food source)		5lt/ha	5lt/ha	5lt/ha	5lt/ha	5lt/ha	5lt/ha		5lt/ha
Fungal Digester			250gms	250gms	250gms	250gms	250gms	250gms	
Boost (food source)			10lt/ha	10lt/ha	10lt/ha	10lt/ha	10lt/ha	10lt/ha	
Sea-X Liquid Seaweed	15lt/ha	15lt/ha	15lt/ha	15lt/ha	15lt/ha	15lt/ha	15lt/ha	15lt/ha	15lt/ha
Liquid O2+	2lt/ha	2lt/ha	3lt/ha	3lt/ha	3lt/ha	3lt/ha	2lt/ha	2lt/ha	2lt/ha
Hydrate	750ml/ha	750ml/ha	750ml/ha	750ml/ha	750ml/ha	750ml/ha	750ml/ha	750ml/ha	750ml/ha
Bio Sulphur	20lt/ha					20lt/ha			

would sand. This would stand up and open the canopy ahead of sanding and aeration. Then we would use a rubber mat to pull any residue over the top. We were seeing a nice dense sward with a full canopy and everything was moving the way we wanted it to. We were seeing improvements to presentation and better drought tolerance so we weren't burning up as much. The presentation of the golf course was up and everything was going the right way, which was great to see. We didn't always coincide sanding with aeration. We were able to get out and still do some cross tining or 10-11mm solid tining just to get that profile open. We even ran a slitter across some of the surfaces, which isn't maybe the conventional thing to do, but we felt that keeping air pockets open by slicing through that material was going to help us. The other thing we really noticed was a big increase in the speed at which divoted areas would germinate and establish. Everything just suggested that we had a healthier, happier profile. By the time it was ready for that big show in 2014 we hadn't put any granular fertiliser on and we had only applied 32kg of N from spring 2014 up to the first tee shot. We used Ferrosol for that

deeper colour and we didn't rely on nitrogen to get it. Figure 7 was taken about 10 days before the event and you can see some of the sand capped areas are just a wee bit paler, but by the time of our final sprays we had masked that out nicely. In conclusion, when we started the course had a thick, wet, smelly, cold, thatchy profile that was devoid of life, wasn't able to drain and was extremely hard to maintain. It was almost impossible to produce high quality playing surfaces or conditions consistently. What we finished with was an open profile that was rich in life, encouraged rooting, was able to drain, could support and encourage a healthy grass plant and had stronger drought tolerances. More importantly, it could be maintained to produce high quality playing

surfaces consistently. It was such a big swing. What we didn't expect to see when we began the process was the construction pan situation. We were unable to get a tine in the ground below five inches without breaking or bending them. There was absolutely no rooting in that material, there was no permeability, no drainage and it was as solid as a rock wall. At the end of this process, we had roots extending eight to nine inches right down through the profile. We were actually able to routinely go out and put a 19mm tine and even a 15mm time down nine inches without them breaking and bending. The amount of root material within that construction pan made the whole thing more friable. I was doing an irrigation repair out on the eighth fairway

during the summer of 2017. I was cutting the solids out, and I dug this out of the ground (Figure 8). It just occurred to me, that root mass is quite remarkable considering what we'd started with. If I was asked to choose between using soil biology and cultural practices, what would I say? We wouldn't have achieved these results purely by sanding and aeration. But by the same token, I don't feel we would have achieved the same results just with biology on its own. The combination of the both and finding a balance between the two is key.

**Continue the conversation**

Continue the conversation by connecting with Steve Chappell through Stephen.chappell@royalbled.com or @CentenaryHGK



Figure 8 - greatly improved rooting during summer 2017

# DATA DRIVEN SUSTAINABILITY

Blair Ferguson speaks to Adam Sedgwick, vice president of international sales, Soil Scout

**Sustainability is often thought of in terms of the environment, but when it comes to golf clubs, it encapsulates so much more. Yes, working in an environmentally positive way is one aspect, but considering the sustainability of staffing and mental health within the industry also needs consideration.**

Real-time soil data may not seem the most obvious way to address those issues. But when it comes to saving labour time, removing a layer of stress and producing a high quality and consistent course, real-time data is the answer.

## The Greenkeeping Industry Staffing Crisis

If a property becomes more sustainable by working smarter, not harder, it reduces the labour hours needed to produce the surfaces. In turn, this means people looking for employment will be more inclined to work somewhere with smarter practices. This is an important consideration with the students coming through college now who are more data-savvy because it makes it easier for them to fit into a role driven by data.

For a course manager, the most significant stress factor is the unknown, and the biggest unknown in greenkeeping is what you can't see. You can see what the top is doing, and you can react accordingly, but again, reactionary work is often unplanned and can take up time.

People have to work longer hours to cover for the shortage of staff. Longer hours lead to tiredness, fatigue, stress and health problems. So, if people can see what's happening on their property in

real-time from wherever they are in the world, be it their sofa at home, the cinema or a beach in Portugal, it removes that worry. They know they will see the issue before it becomes a problem and prevent it.

## Working Sustainably with Data

Monitoring the surfaces with sensors makes it simple to work in an environmentally beneficial way. Independent research suggests that using live data from your soil brings minimum savings of 25% in irrigation water. By reducing your water usage and managing the moisture level in your profile, there's less risk of leaching fertiliser, which is an environmental problem, because the only place it's going is into the profile below.

A lot of what we at Soil Scout talk to our customers about is maximising your inputs like this. These usually fall into what is known as the five commandments of sustainable sports turf as laid out by Martin Kaufman.

These are consistent mowing, aerification, fertilisation, weed and pest control and top dressing/thatch control. Real-time soil data can give you an insight into four of those five, and the data will give you an idea of compaction levels. So, if your infiltration slows down, then a certain amount of water added doesn't raise the soil percentage by its usual amount, then it has to be going somewhere else, so it's probably running off. That would tell you that your construction is firmer and gives you an idea about aerification.

Then we have top dressing and thatch control. Any data from a shallow depth in the soil that shows unnaturally high

moisture levels can indicate too much organic matter in the upper levels of the profile. The organic matter or thatch will hold more moisture in the soil, indicating that it's time for top dressing or other methods.

Finally, and perhaps most importantly right now, we have fertilisation. If you're managing the moisture within your profile better and not running with it too wet, you're reducing the risk of fertiliser leaching into the watercourses below, and this means there's more of the product available for the plant.

At certain times of the year, there are ideal soil temperatures and moisture levels to apply certain products. All of that advice is available on the label, but using live data means you can see the exact temperature and moisture at that time, but also the pattern. By studying the pattern, you can apply nutrition at a time when it will be available for longer. Sometimes the time is right now, but it's not going to be right tomorrow, especially when you're in a time of year with volatile temperature changes.

Independent research found that once Soil Scout users had learnt how much uptake they'd had from fertilisers in year one, they were making savings in excess of 17% on their fertilisers. The world is going through a period where fertiliser costs are at an all-time high. So, anything clubs can do to get more value for money is a huge positive for their sustainable impact.

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**SOIL SCOUT**

# THE UNDERLYING OBJECTIVE

Henry Bechelet, Technical Manager, ICL

## Imagine this article was written in 2030 and by someone else.

In the early 2020's we all knew what we needed to achieve with our golf course management. We had accepted that sustainable and responsible golf course management required the management of biodiversity as well as the protection and connection of habitats. We agreed that the keys to resource conservation were the effective utilisation of inputs and "cutting less grass". But we couldn't find a way to manage the greens in a way that made them more self-sustaining — and it bothered us.

The problem was that for the previous 15 years (since the last sustainability debate) we had all been focused on optimising the greens' playing qualities and course performance as our primary means of achieving commercial sustainability. In particular, we had improved greens drainage, ameliorated the upper soil profile with sand and kept the thatch within our well-defined targets to achieve year-round playability. We also knew how to perfect the surfaces with intensive maintenance and so we looked no further.

But in 2022 we were still talking about the continual battle against diseases such as anthracnose and microdochium patch as well as vulnerability to stress. If you listened to the "On the horizon" podcast episodes at that time you would hear Glenn Kirby and Henry Bechelet talking about integrated strategies that married the use of different technologies with good cultural practice to layer up the protection. But they were steering clear of the obvious — that having better grass types in the greens would be the

biggest agronomic help if we wanted a greater level of in-built robustness. It was clear that a change away from annual meadow grass dominance was still not really in the game at that time.

But what we would soon come to realise would really help us to change the nature of our greens. We would understand that we had already done the hard work and that the next step towards the better grasses was only a small one. We saw that the work to improve year-round playing qualities — the drainage, those sandy soil profiles and the organic matter reduction — was actually the perfect foundation for achieving a sward species composition change. Phase 1 of the sward transition process had been completed by focusing on playing quality, but we needed to keep going. We just had to remind ourselves to move on to phase 2, which was to overseed in earnest and create an environment more conducive to the desired species.

This was the time that we decided that the desired species (at least initially) should be creeping bentgrass for parkland settings. The newer varieties at that time seemed to be better able to establish and were more suited to the ways in which the surfaces would be prepared. We just needed to make some subtle changes in our move over to phase 2 management to give the newly establishing grasses a better chance to develop.

During this next phase we began to allow the establishing creeping bentgrass a chance to compete and that meant not being so harsh with our surface preparations. For a time, we needed to employ slightly raised heights of cut and

work to prepare super-smooth surfaces with light topdressings, brushing and turf ironing and not letting too much stress enter the game. Ultimately, we just eased back a touch and committed to our overseeding.

This didn't mean a drop in playing qualities because the slight easing-up actually helped things. The ball roll was as good as ever and there was less disease and turf stress as we moved away from the edge. We also committed to our seeding methods (choosing the right seed and placement methods, using nutrition and plant growth regulators properly and repeating as often as possible) but that wasn't a huge issue because it wasn't overly disruptive.

And so the revolution proceeded unnoticed. The greens continued to perform while they transitioned toward the better grasses — it just took time. We morphed into phase 2 maintenance by easing off a touch and overseeding more while still prioritising playing qualities. The breakthrough for our greens was that the better grass types had become an underlying objective. The pressure was off and we never looked back.

Working in partnership with



# Is it time to recognise the importance of ryegrass on your course?

Pressure on golf clubs to deliver courses which can meet the often-conflicting demands placed on them is leading some course managers to use ultrafine-leaf ryegrasses. Luke Hunt, product manager for Barenbrug, the UK's leading grass seed breeder and grower, explains why.

**Golfers want to spend more time on course and continue playing throughout the year, footfall is increasing, and expectations are rising. These and other factors are putting pressure on those who manage the 2,000+ courses across the UK and Ireland to deliver high quality courses.**

At the same time, our changing climate is bringing more extremes of weather, leading to different practical and disease challenges. The combination of generally cooler springs followed by heatwaves and drought is leading to changes in the type of grass species being selected.

To deal with these challenges, Barenbrug have been breeding, researching and trailing high quality, fine-leaf ryegrass varieties for golf courses for many years.

## State of the art breeding

Breeding and technology are the life blood of the business. Barenbrug UK is part of the International Royal Barenbrug Group, which has specialised in grass breeding since 1904. The worldwide research and plant genetics network includes dedicated UK trials of amenity varieties and mixtures, providing a solid testing ground while drawing on knowledge and expertise from across the globe.

Barenbrug specialise in developing innovative grass seed solutions, and their R&D team focuses on meeting customers' requirements across a range of metrics, from establishment and wear tolerance to disease resistance and visual merit. Developing new amenity grass varieties is a long-term evolutionary process which

can take up to 18 years, with only the very best cultivars making it through the exacting R&D and trials processes to commercial sale.

The latest ultrafine ryegrass varieties represent a milestone for the golf industry. This is a significant development, not least because ryegrass was once a shunned species. In his 1997 book Practical Greenkeeping, legendary agronomist Jim Arthur said: "it has no place on any golf course". But times are changing and with developments in breeding fine ryegrass it can fulfil almost every golf course application.

## Why fine Ryegrass

Since 2015, the amount of Barenbrug golf mixtures containing perennial ryegrass has steadily increased and there

are two key reasons for this. Firstly, Barenbrug is seeing a demand increase for products which build on the inherent strengths of perennial ryegrass. This is because greenkeepers have seen the benefits the species can bring to tees, fairways, and high traffic areas, as well as the advantages of rapid germination at low soil temperatures.

The cooler springs which we now appear to experience year on year present significant challenges when it comes to repairing the inevitable damage left behind after the winter. With fescue requiring 11°C and browntop bent needing 15°C for decent germination, achieving strong establishment may not be possible in March or even April. However, because ryegrass germinates readily at 7°C it gives the opportunity to restore grass cover in the spring.

Secondly, the latest ryegrass varieties offer previously unseen levels of fineness, shoot density and aesthetics, even when close-mown. While a perennial ryegrass dominant sward will not produce a surface that meets the expectations of golfers in terms of putting quality, there are scenarios where using ryegrass on a green is a viable option and can provide a solution.

For greens that may struggle with shade or higher moisture levels, some thinning of the sward is not uncommon, particularly on the clean-up lap or walk on/off areas. Overseeding such areas with ryegrass will increase the overall wear tolerance, protect the existing grasses, and help to reduce thinning of the sward. In these parts of the course, it must surely be better to achieve some grass cover from ryegrass than to tolerate reduced cover or even no grass. In this way,

ryegrass can be used as a short term fix whilst underlying problems are addressed.

Barenbrug varieties score highly in the 2022 BSPB Turfgrass tables. Highly respected, these rankings are the result of intensive trials by the STRI, formerly the Sports Turf Research Institute, at Bingley, West Yorkshire.

To learn more about how ultrafine ryegrass can be used to enhance your golf course, please contact your local Barenbrug Regional Manager; [www.barenbrug.co.uk/our-people](http://www.barenbrug.co.uk/our-people)

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 BARENBRUG



Ipswich Golf Club, Purdis Heath

# ST. GEORGE'S GOLF & COUNTRY CLUB ACCOMPLISHES CHAMPIONSHIP STANDARDS



After two years and 1,093 days of waiting due to the global pandemic, Golf Course and Property Manager Ian McQueen and his team finally got their chance to host Canada's major golf championship.

St. George's Golf & Country Club was built in 1929, with the course designed by famous Canadian architect Stanley Thompson. Its city centre location is hidden by trees and the undulations of the property, with fourteen elevated tees and valleys that run through every hole, giving the course its natural character.

Achieving the desired firmness and ensuring every undulation of the fairways and rough are followed is down to the Jacobsen fleet of mowers. The Eclipse 2 walkers are joined by SLF530s, HR600s, AR321s and LF1880s to

provide a championship quality cut on all 7,025 yards of the course.

The PGA Tour's best golfers played on a course that had undergone two years of rigorous preparation. With the support of Jacobsen and local distributor, GC Duke, Ian accomplished the standards

he wanted for the world's best.

"This is our national championship in Canada," Ian said. "It's a big event and without the assistance of Jacobson and GC Duke, who is supporting us with equipment, we would not be able to accomplish what we need to.

"Preparing for this championship has taken some time. We started in 2018 with the intention of hosting it first in 2020 but, as everyone is aware, it got postponed twice.

The build-out of the stands started in the winter and we finished grandstand construction on 1 June, with the tournament starting the week of 6 June. But it's taken a

good two years in prep work to achieve the standards we want to present for the tour.

"The most important thing for us to get right is getting the surfaces to the firmness

that we want to present the players. You know, green speeds are one thing, but having a firm green surface is another. Having true lies in the fairways with firm fairways for them to hit off is, I think, our number one goal. With the tight cut surfaces that we have, the floating head Eclipse 2 walk mowers that Jacobsen provides means we can dial the clip rates in. This allows us to get to the trueness of the greens we need. Also, with our undulating fairways in the tight areas, the smaller LF1880s have allowed us to mow tighter and get to the surfaces where we can't go with other mowers.

"We'll start mowing daily on greens leading into the

championship, and we'll start mowing fairways, tees, and approaches daily leading into the advanced week of the tournament."

From 6 to 9 June, the Toronto city centre course hosted returning champion Rory McIlroy — who went on to claim his 21st PGA Tour victory at the event — world no.1 and Masters champion Scottie Scheffler and three-time PGA Tour winner in 2022 Sam Burns, as well as Matthew Fitzpatrick, Tyrell Hatton, Patrick Reed, and Justin Rose.

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# PROGRESSIVE SURBITON CHOOSES KUBOTA

**At Surbiton Golf Club in Surrey, the majority of the 650 active playing members are competitive golfers, striving to improve their game and thus setting the bar high for course manager Andrew Kerr.**

Being equipped to maintain and further develop course standards is key, requiring top quality, reliable equipment, so this year Andrew has added a new Kubota B1241 compact and M5-112 utility tractor to the greenkeepers' armoury.

"We're aiming to be as progressive as the members are and provide facilities so they can continually advance their game," Andrew said. "The club decided to extend its practice facilities by adding a 100yd short game covered area and a 940sqm putting green with three different types of bunker, including a 'Royal St George's' type bunker for members who also like to play on links courses."

The green is designed in the same way as the rest of the course, on two levels, with run offs, so members can practice and then transfer the skills to their round.

Andrew is working on a five-year plan of improvements on the course,

with projects for 2022 including developing a members-only driving range, improved playing surface presentation and ecological enhancements. Rainwater harvesting and new water storage for irrigation are further environment-focused developments.

Much of the construction work, from the putting green extension to irrigation upgrades, is tackled in-house and the 115hp M5-112 is a key tool in the armoury, Andrew explained: "For example we needed to move 3,000 tonnes of material, and with a two tonne trailer this would have meant hundreds of trips. Using my agricultural background, I took a different approach and purchased the Kubota tractor and an eight tonne dump trailer on large wheels with balloon tyres, which sit outside the tractor wheels and minimises damage. We've got a high capacity digger, so matching the tractor and trailer to it increases efficiency."

The course has a high percentage of heavy soils and predominantly push up greens, and a programme of cultural practices has been introduced including aeration and sanding. Greens have

responded well to sandbanding, so the focus has now moved to fairways, tees and roughs.

"There's a lot of pressure on the course with the high footfall and competitive golfers," Andrew added.

The original purpose of buying the 24hp Kubota B1241 was to carry a ball collector for the new driving range. Andrew said: "Many ranges use other solutions for ball collectors, but they can put a lot of strain on a vehicle, whereas the metal chassis of a tractor is built for it."

The B1241 is fitted with Kubota's new mid-ROPS option, which gives a lower overall height when folded down in height-restricted situations and importantly, frees up the rear of the tractor to attach the ball cage.

"We keep finding new uses for the B1241 — it's a bit of a dogsbody!" said Andrew. "The Kubota has a very light footprint, yet it's four-wheel drive. We like the manual transmission for its versatility, and the hydraulic spools to operate implements."

He commented that while club has traditionally used a Charterhouse Speed Brush on a larger compact after topdressing, a trial of the

Kubota with a Sisis Flexbrush proved that it could be more efficient.

He said: "We put a light dusting of sand on the greens every two weeks and follow it with three or four passes of the brush. It has made a significant improvement to the levels and playability."

A home-built harrow is fitted for general grooming of the fairways and roughs and to brush in sand on the fairways.

Andrew comments that the Kubotas are driven by all the members of the greenkeeping team, with their straightforward dependability proving to be a plus with the busy workload.

He concluded: "Kubota has a pedigree, so you know what you are getting. We're confident that they will still be working well in 15 years — the M5 probably has more horsepower than we need, but that adds to its longevity. We're not just purchasing for now, but for the future."

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# INDUSTRY NEWS

## Husqvarna robot mowers arrive in UK

**Husqvarna, the pioneer in smart commercial grounds care and robotic mowing, has announced that the highly-anticipated Ceora has arrived with its first customers.**

Ceora can independently mow an area of up to 75,000m<sup>2</sup> — the equivalent of up to eight football pitches — day or night, reducing overall costs by an estimated 30%. The autonomous nature also allows staff to focus on other tasks.

Hannah Cooper, professional segment manager at Husqvarna UK, said: "Since announcing Ceora last year, we have had an overwhelming response from all corners of the industry, who are desperate to get their hands on the new models. We are excited to finally see this revolutionary product with customers and to have stock available through our approved Ceora

network of dealers. Ceora is set to change the game in turf care and we are confident it will be a much-appreciated addition to any fleet."

Ceora operates through Husqvarna's satellite navigation Exact Positioning Operating System (EPOS).

The machine uses GPS coordinates to map out its work areas and navigates with a precision of as little as 2cm.

The satellite technology enables Ceora to work within virtual boundaries. Customers are able to map out different zones within the work area and set different cutting schedules and heights. All of this is controlled via smartphones, meaning maintenance during the cutting season is limited to changing blades and cleaning.

Husqvarna has launched two autonomous models into the UK market. They are the



Husqvarna Ceora autonomous mower

Ceora 544 EPOS and Ceora 546 EPOS, which are used in combination with the Razor 43M Cutting Deck.

In the future, Husqvarna say the Ceora range will expand with more attachments designed with turf care professionals in mind, with ideas including to help with fertilising, lawn striping or collecting golf balls from playing areas.

Following the UK roll out, The Ridge Golf Club in Kent was the first to have Ceora arrive on its course, with an installation carried out in partnership with Ernest Doe, an authorised Husqvarna Ceora dealer.

Ceora is also available in Sweden, Denmark, Belgium, Netherlands, France, Switzerland, Germany, Austria and Poland.

## Visitor registration opens for SALTEX 2022

**Visitor registration is open, the new website is live and SALTEX is introducing a brand-new look for 2022.**

Now in its 76th year, SALTEX is Europe's largest sports turf, amenities and landscaping trade exhibition and will feature over 400 industry brands when it takes place at the National Event Centre (NEC) in Birmingham on 2-3 November.

Sarah Cunningham, director of commercial and events at the Grounds Management Association (GMA), said: "As the biggest event covering the supply and management of products and

services that help to create high quality leisure, recreation and sports surfaces. It's important that the new website is easy to navigate for visitors and exhibitors. I'm confident the new site will deliver for both."

The opening of visitor registration coincides with the launch of the show's social media campaign, #aheadofthegame. SALTEX visitors are encouraged to use the tag on social media, along with the tag #SALTEX2022.

Sarah added: "With a proven track record spanning eight decades, the SALTEX 2022 show won't disappoint."

## Perennial develops support amid rising cost of living

**The charity for people working in horticulture has developed its 'Support for Families' programme.**

The programme has been developed in response to the rising cost of living. With the price of food, fuel and other essentials surging in recent months, many families across the horticulture industry are struggling to meet everyday living costs.

Julia Hayne, director of services, said: "One in four people responding to our recent health and wellbeing survey said their income didn't cover their daily living costs.

"We understand the

impact on families by the rising cost of living and how this is biting into family budgets. Families can miss out on the support that is available to them from free school meals, getting support during school holidays, help with school uniform and benefits. Many working families often don't know they are entitled to benefits or support payments that could make a difference of up to £100 a week for some families."

More information can be found at [perennial.org.uk/](http://perennial.org.uk/) families or by calling 0800 093 8543.

## Perranporth appoints architects



Perranporth. Picture by Tim Lobb

**Perranporth Golf Club has appointed Lobb + Partners as its consulting architect.**

Founded in 1927 and designed by James Braide, Perranporth has largely been left untouched since the club was formed.

Architect Tim Lobb said: "The course is a glorious blast from the past. I love it and love its setting. There are a lot of blind shots, which adds to the thrill of the golfing journey

and which makes the course stand out from the norm, given that most old links have been extensively reworked to remove a lot of the blindness and other quirks."

Club chairman Graham Parkyn said that this partnership is a big step for Perranporth. He added: "Our course is basically still as Braid designed it back in the '20s and we don't want to lose that feel, so it was crucial for us that Tim understood that.

"To have someone of Tim's standing partnering with us is very exciting for the future wellbeing of the club and course. Tim has spent quite a bit of time over the past few years getting to know the course and people and his passionate desire to work here was very attractive from our perspective.

"We look forward to a productive partnership for years to come."

## Campey opens Bosley branch

**Campey Turf Systems marked the official opening of its new showroom in Bosley, Cheshire, by welcoming over 150 guests to the facility.**

The showroom is based half an hour away from Campey's headquarters in Marton. During the opening day, the full range of Campey machines was on display.

Chairman Richard Campey said: "We were delighted to see so many customers, friends and work colleagues come to the open day. It was our chance to show everyone our new venture and celebrate the achievement.

"This new branch will play a significant role for us as we grow into the new areas of agriculture, horticulture and professional landscaping.

"We're looking forward to welcoming customers in the coming months."

## Sustainability for Scotland

**VisitScotland, the national body for the development and promotion of tourism in Scotland, has added a significant boost to golf's efforts in sustainability and climate action.**

The move comes just six months since Scotland hosted COP26, the UN's climate change conference, which saw the launch of the Glasgow Declaration on Climate Action in Tourism.

Culture Minister Neil Gray said: "I commend VisitScotland for their strategic partnership with the GEO Foundation for Sustainable Golf – a first for Scotland."

During COP26, VisitScotland also supported GEO Foundation to support the advancement of their mission to help accelerate sustainability through golf.

## Headland Amenity team update



Laurence McCrory

first-hand support from Headland throughout my career and it is a brilliant opportunity to now use this confidence and knowledge of their product range to advise and plan for others working in greenkeeping."

Also a use of Headland products during his time at Leamington & County, Jack joins in the role of regional technical manager for sports turf. Jack is an FTMI graduate and was selected as an R&A scholar, which provided excellent networking opportunities and the chance to work at the French Open at Le Golf National.

Jack said: "In the short time I have been at Headland I have broadened my knowledge and have enjoyed working with customers to understand their needs and expectations, whether that's a Premier League football club or local village sports facility."

**To support continued growth and development as part of Origin Amenity Solutions, Headland Amenity has appointed two new technical managers in Laurence McCrory and Jack Hawkes.**

Laurence has been in the turf care industry for 26 years, holding various positions at a number of golf courses including his most recent as course manager at Castle Royle in Reading.

He said: "I had fantastic

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## Head Greenkeeper Castle Point

Castle Point is recruiting a qualified head greenkeeper to take responsibility for managing one of South East Essex's most popular inland links golf venues, located on the Thames Estuary and overlooked by Hadleigh Downs.

The main function of the role will be to lead the greenkeeping team and maintenance programme at the 18-hole golf course.  
A generous package will be offered to reflect responsibilities, including up to £32,000 salary (depending on experience).

### How to apply

Closing date is 7 July 2022. Please email CV and covering letter to [bradley.wellmen@glendalegolf.co.uk](mailto:bradley.wellmen@glendalegolf.co.uk) highlighting your motivation for the role, relevant experience and ability to relocate, if necessary.



## Course Manager Coombe Hill

Coombe Hill is a private 18 hole members' club situated close to Kingston upon Thames and only 10 miles from the centre of London

We are looking to recruit a dynamic course manager who has the drive and passion for reaching new standards of excellence in the management and presentation of our heathland/parkland golf course.

The successful candidate will demonstrate a successful track record in golf course and man-management and hold relevant greenkeeping and/or agronomy qualifications.

Previous experience as a course manager is essential.

### How to apply

Please apply in writing, enclosing a full CV, no later than Friday 1 July 2022.

Mr Colin Chapman,  
Chief Executive, Coombe Hill Golf Club  
Golf Club Drive, Kingston upon Thames  
Surrey KT2 7DF  
Email: [ceo@chgc.net](mailto:ceo@chgc.net)  
Interviews are expected W/C 18 July 2022



## Assistant Greenkeeper Knole Park

An exciting opportunity has arisen for an assistant greenkeeper position at Knole Park. The club is ranked in the top 100 courses in England and is generally regarded as the best inland course in Kent.

The successful candidate will demonstrate the following attributes:

- / Enthusiastic individual who has a fine eye for detail
- / A strong team player
- / Excellent communication skills
- / Ability to lead by example

The club will offer:

- / Club pension scheme

- / An attractive salary (£24-27,000) negotiable depending on experience
- / Membership to BIGGA
- / Staff uniform

### How to apply

For more information or to apply for the above position please contact Kris Durrant via email [hgk@knoleparkgolfclub.co.uk](mailto:hgk@knoleparkgolfclub.co.uk). Please include a CV and covering letter.



## Area Sales Turfcare Equipment

An exciting opportunity has become available within our sales team to promote the sales and support services of all Reesink Turfcare products.

To provide product advice, demonstrations, and quotations to end user customers and to work with customer support colleagues and nominated service centre/branches to ensure superior customer support.

Competitive salary, commission and bonus package provided, as well as 4x4 commercial vehicle (including fuel card). Enhanced company benefits including pension contributions, and group income protection provided.

Candidates will need to live in the area and

will cover Reading, Swindon and Oxford.

### How to apply

For further information or to make an application for the above role, please contact Nicola Porter, HR Manager at [nicola.porter@reesinkturfcare.co.uk](mailto:nicola.porter@reesinkturfcare.co.uk)



## Head Greenkeeper Bude & North Cornwall

Bude & North Cornwall is looking to recruit an ambitious head greenkeeper who is driven to maintain the course to the highest standard and continue to improve the playing surfaces.

Implementing a daily work plan to prepare the course in line with club competitions and fixtures, you will need to have a high level of experience on a links course.  
Remuneration will be based on skill level and experience.

### How to apply

To apply please send CV accompanied with covering letter to: [mark@budegolf.co.uk](mailto:mark@budegolf.co.uk)  
Applications close on 17 July 2022.



## Assistant Greenkeeper The Grove

Host to the World Golf Championship and the British Masters, The Grove in Hertfordshire is recruiting an assistant greenkeeper to work closely with the golf course & estate manager and head greenkeeper to maintain the golf course, playing surfaces and football pitch.

Qualified to NVQ 2 or 3, you will also have the following:

- / Passion and dedication about your role and career
  - / A positive, hardworking attitude with attention to detail and to health and safety standards
  - / Able to communicate effectively and be a conscientious, flexible team player
  - / If you have a passion for golf course maintenance, we would love to hear from you.
- For salary, benefits and more information please see: [www.thegrove.co.uk/careers](http://www.thegrove.co.uk/careers)



## Senior Greenkeeper/Mechanic The Grove

Host to the World Golf Championship and the British Masters, The Grove is recruiting a senior greenkeeper/mechanic to work closely with the golf course & estate manager and head greenkeeper to maintain and improve the golf course, playing surfaces and football pitch.

Qualified to NVQ 2/3 with spraying qualifications, you will also have experience of golf course management in a senior position and excellent knowledge of machinery and hydraulic, electrical, and other systems and their components. Chainsaw and excavator certificates would be a bonus.

If you are highly motivated, flexible, have a passion for golf course maintenance and a keen eye for detail we would love to hear from you.

For salary, benefits and more information please see: [www.thegrove.co.uk/careers](http://www.thegrove.co.uk/careers)



## Greenkeeper Lansdown

Lansdown seeks an enthusiastic full time greenkeeper who will report to the course manager or his deputy and play a major role in maintaining and presenting in first-class condition.

### What we are looking for:

- / Previous greenkeeping experience
- / Passionate about greenkeeping and high self-motivated
- / Good communication skills
- / Team player
- / Spraying and chainsaw certification (Desirable)
- / Knowledge of machinery care and maintenance is an advantage

/ Knowledge of golf

### Benefits you will receive:

- / Full uniform and PPE provided
  - / Training/education opportunities
  - / Staff discounts on food and drink
  - / Holiday allowance of 28 days
  - / Staff social events
  - / BIGGA membership
  - / Free membership of Lansdown
  - / Pension scheme
- Salary is dependent upon experience and qualifications. To apply please send a covering letter and your CV to [paulgarland@lansdowngolfclub.co.uk](mailto:paulgarland@lansdowngolfclub.co.uk)



## Qualified/Trainee Greenkeeper Ilkley

Located in the beautiful Wharfe Valley, with the famous Ilkley Moor as a backdrop, Ilkley is one of the most picturesque golf clubs in the UK.

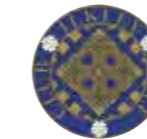
We have an excellent opportunity for a full time, permanent greenkeeper (qualified or trainee) to join our well-established team that is responsible for maintaining and enhancing the condition of the golf course.

The roles would suit an enthusiastic individual with a keen eye for detail who is looking for the opportunity to learn new skills and be part of an experienced team in an enjoyable working environment.

A full copy of the job advert can be viewed on the BIGGA website, which includes candidate requirements and details of employment.

### How to apply

Applicants should apply via e-mail with a supporting C.V. to:  
The Secretary/Manager  
Email address: [office@ilkleygolfclub.co.uk](mailto:office@ilkleygolfclub.co.uk)



## Stores Person Kyoisha UK (Baroness)

Koeisha UK (Baroness) is seeking a full-time stores person to assist with the day-to-day running of its busy spare parts department.

- / While we would prefer a person with groundcare machinery or greenkeeping experience, we would consider offering a trainee role to the right candidate.
- / Hours: 37.5 per week — Monday to Friday
- / Salary: Dependent on experience
- / Holiday: 25 days per year plus bank holidays after qualifying period
- / Pension: Payment contributions

### The role will include:

- / Picking, packing and dispatching goods.
- / Confident IT skills.

- / Answering customer questions by email and telephone.
- / Stores management and stock control.

### Requirements for the role

- / Some lifting and carrying is required.
- / Basic mechanical knowledge preferred.

### How to apply:

To apply please send your CV to:  
Kyoisha UK Ltd, Unit 5 Hatch Industrial Park, Greywell Road, Basingstoke, RG24 7NG. Or email: [sales@baronessuk.com](mailto:sales@baronessuk.com)



## Assistant Greenkeepers Rothley Park

The club is seeking to recruit two full-time assistant greenkeepers to help further improve the golf course.

### Required skills and experience:

- / NVQ Level 2 Sports Turf
- / Minimum of 2 years' greenkeeping experience
- / Be highly self-motivated
- / Have a strong and flexible work ethic
- / Can work well within a close-knit team
- / Good communication skills
- / Possess good attention to detail
- / The ability to produce and maintain high standards of work on the golf course
- / Flexible approach to working hours

- / A full driving licence
- / PA1, PA2 & PA6 and chainsaw qualifications desirable, but not essential

### How to apply:

Please respond with CV and covering letter, including your salary expectation to: [greensstaff@rothleypark.co.uk](mailto:greensstaff@rothleypark.co.uk)  
Salary commensurate with experience.  
Closing date: Friday 22 July



## Deputy Head Greenkeeper Rothley Park

We are looking for an ambitious and highly motivated deputy head greenkeeper.

### Required skills and experience:

- / NVQ Level 2/3 in Sports Turf
- / Minimum of five years' greenkeeping experience
- / Ability to organise routine golf course maintenance and golf course projects, in accordance with the club's Golf Course Maintenance and H & S policies
- / Excellent communication and organisational skills
- / Computer literate
- / Competent in the use and maintenance of a wide variety of machinery

- / Fully competent in monitoring and maintaining H&S in the workplace
- / A positive and flexible approach to working hours
- / A full driving licence

### How to apply:

Please respond with CV and covering letter, including your salary expectation to: [greensstaff@rothleypark.co.uk](mailto:greensstaff@rothleypark.co.uk)  
Salary commensurate with experience.  
Closing date: Friday 22 July



## Senior Greenkeeper Colchester

Colchester is seeking a senior greenkeeper to start immediately. This James Braid course was founded in 1907 and has been voted the number one course in North Essex and the fourth best in the county.

We are a members' club and the course provides a true test of golf for all abilities. In addition we have a 9-hole academy course, all weather practice bays and grass tee driving range, and short game area.

The candidate will have a minimum of five years' experience as a qualified greenkeeper and hold at least a Level 2 NVQ or similar in turf science. Certification in spraying and chainsaw use is also required and the candidate will be committed to further

education and training as required. A knowledge of golf would be preferable, and the candidate should be self-motivated, flexible, with a strong work ethic, possess strong communication and interpersonal skills and be seen as a leader.

### For more information

For more information please contact Terry Mellish  
E: [telmel53@yahoo.com](mailto:telmel53@yahoo.com)  
M: +44 7984 723858



## Senior Greenkeepers Hadley Wood Golf Club

Hadley Wood Golf Club is seeking to employ two enthusiastic, highly motivated senior greenkeepers

The ideal candidate should be able to demonstrate the following:  
/ Qualified to at least level 2 but preferably level 3 or working towards it.  
/ To be able to achieve a high level of attention to detail in all tasks being undertaken

- / Good time management and communication skills
  - / Have an interest in playing golf
- The Qualified Greenkeeper position is full-time, based on a 40-hour week with weekends worked on a rota basis.

Salary will be highly competitive, and commensurate with qualifications, experience, and suitability.

### How to apply

Interested applicants will email a CV with a covering letter to Course Manager – Peter Thompson: [coursemanager@hadleywoodgc.com](mailto:coursemanager@hadleywoodgc.com)



## Qualified Greenkeeper gWest

We are currently looking to recruit qualified greenkeepers

### Key Skills,

- / Ability to work in contrasting weather conditions
- / Ability to work well without supervision and within a team environment
- / Good communication skills
- / Keen willingness to learn
- / Identifying issues and solutions
- / Good initiative

- / Driving license
- / Can accommodate early starts

### Experience & Qualifications

- / Qualified to minimum SVQ level II or equivalent
- / Qualifications beneficial to the golf club
- / 29 days holiday per year (including bank holidays)
- / Full BIGGA membership
- / Company Pension
- / Salary £23-25,000

### Career progression

### Working hours

- / Equates to an annualised 40-hour week per year
- / This is a full-time position with immediate starts available for the ideal candidates.

### How to apply:

All applications including an up to date CV to, [j.smith@gwest.co.uk](mailto:j.smith@gwest.co.uk)  
[www.gwest.co.uk](http://www.gwest.co.uk)



# Recruitment

From trainee vacancies to senior management roles, new greenkeeping job opportunities are added daily to BIGGA's online recruitment pages.

BIGGA's website receives 1.6 million page views per year and 55% of those are to our careers pages. Visit [www.bigga.org.uk](http://www.bigga.org.uk) to see our latest opportunities and find out more about advertising your position.

For more information call 01347 833 800 or email [info@bigga.co.uk](mailto:info@bigga.co.uk)



1977 - 78



# HISTORY OF GREENKEEPERS' ASSOCIATIONS

1977

During this year a proposal was put forward by Derek Gould and Ray Tempest of the Southern Section that the British Golf Greenkeepers Association (BGGGA) should have a permanent headquarters.

This was to include an 18-hole golf course, training school and hostel, trial grounds and exhibition grounds. A site near Tunbridge Wells in Kent was suggested.

It was decided that forms would be sent out to all members, with the proposals asking for their thoughts.

In 1976 Elmwood College had formed a standing conference to provide a link between colleges and the industry. This was still not just greenkeeping as it included groundsman representatives as well. In his final remarks, the chairman of the standing conference stated: "It is clear that although there is a hard core of dedicated

greenkeepers, the turnover of staff is very high. It also emerged that a very large number of clubs have shown little interest in the training of the greenkeeping staff."

1978

In January 1978 The GTC came into being and appointed as administrator and secretary Nick Bissett, who was born in Fife and educated at Madras College in St Andrews.

Nick had worked at STRI for nine years and was tutor on greenkeeping at Askham Bryan College in Yorkshire.

The GTC was composed of representatives from the four home unions, the BGGGA, Scottish & International Golf Greenkeepers Association (SIGGA), Irish Golf Greenkeepers Association, the Secretaries' Association and the Golf Development Council. Thier first problem was trying to allow more greenkeeping input as training was still largely horticulturally-based.

The February issue of the BGGGA magazine included a letter from Derek Gould, thanking the 28 people who had bothered to reply to the suggestion of acquiring a headquarters. Members either did not think much of the proposal or it was just the usual apathy. One reply from a member who joined the

association in 1913 said a similar idea was suggested in 1952.

The Northern Section invited two union representatives to speak to their members on the benefits of joining a union. The BGGGA Executive stated that their feedback from members was that the majority had no wish to join a union.



1	O	2	P	3	A	4	O	5	Y						
7	V	C	R	8	F	O	R	F	R	E	E				
	E	E		F	T		D		T						
9	P	R	I	S	T	I	N	E	10	E	D	I	T		
	R	I	R		G		R								
11	M	I	S	D	E	M	12	E	A	N	O	13	U	R	S
	P	E		A		F		O							
14	R	E	I	N	C	15	A	R	16	N	A	T	I	O	N
17	S	C	A	B		18	L	I	B	R	E	T	T	O	
	Y	U	U	U		I		D		E					
20	A	U	S	T	R	I	A	21	A	P	R				
	N	H		E		N		Y		S					

**Across:** 7 VC R, 8 For free, 9 Pristine, 10 Edit, 11 Misdemeanours, 14 Reincarnation, 17 Scab, 19 Libretto, 20 Austria, 21 A P R.  
**Down:** 1 Overripe, 2 President Bush, 3 Affirm, 4 Ortega, 5 Order of the day, 6 Yeti, 12 Ear, 13 Roosters, 15 Allure, 16 Nubian, 18 Cyan.

Easy

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

Hard

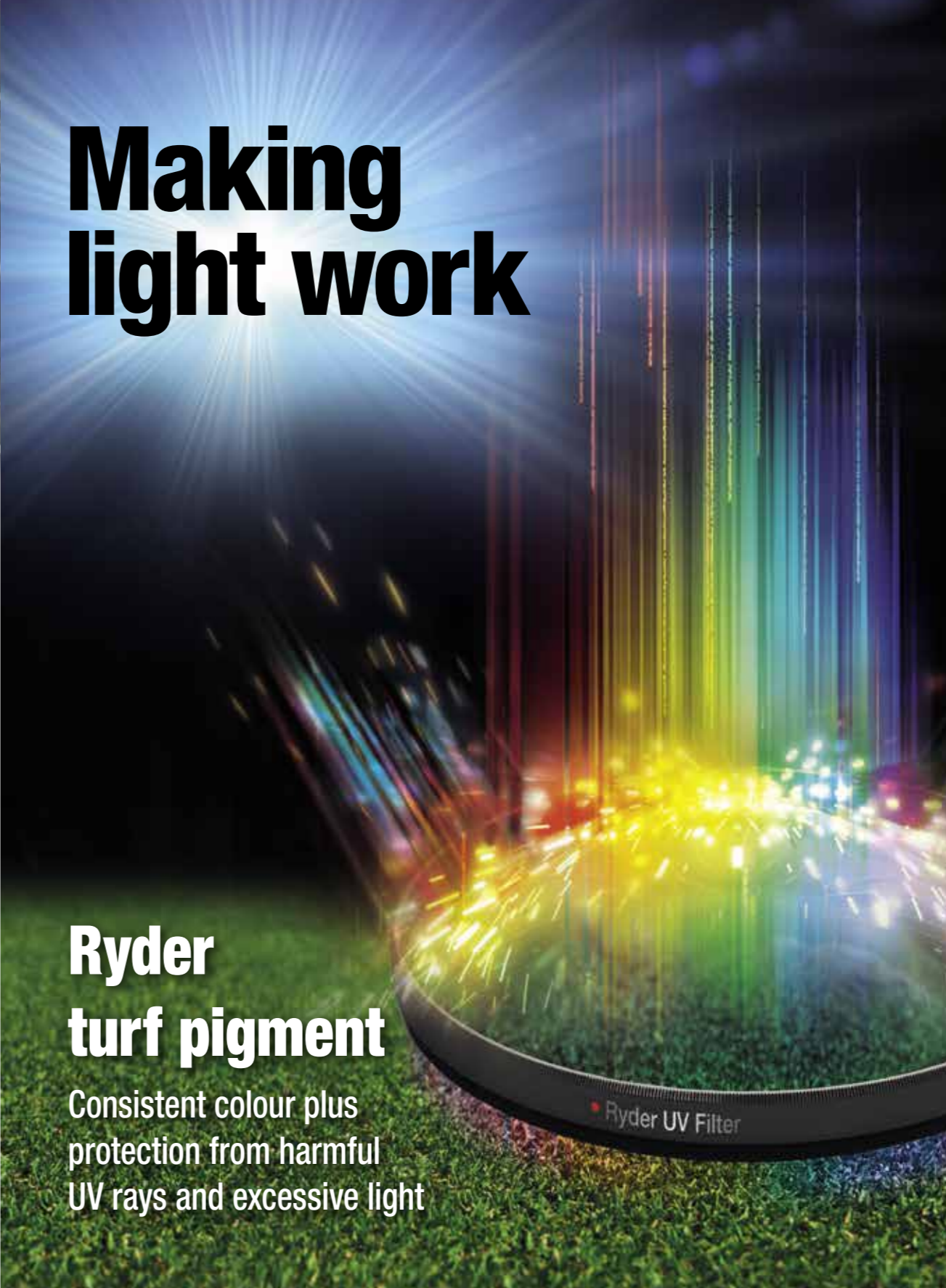
8	4	6	5	7	2	1	3	9
2	5	3	8	1	9	4	6	7
9	1	7	4	6	3	5	2	8
5	7	2	3	9	8	6	1	4
3	6	9	1	2	4	8	7	5
4	8	1	7	5	6	3	9	2
7	9	5	6	8	1	2	4	3
6	3	8	2	4	7	9	5	1
1	2	4	9	3	5	7	8	6

Read Elliot Small's History of Greenkeepers' Associations on the BIGGA website

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