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International

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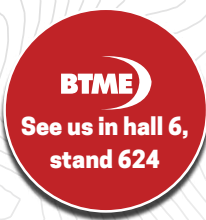
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#### The magazine for BIGGA members

Greenkeeper International exists for you, our members. Since 1987 BIGGA has helped thousands in golf greenkeeping to progress their careers, find inspiration and get involved in our varied and vibrant community. This magazine aims to reflect the passions and preoccupations of our members and we'd like you to be involved. Please drop us a line, send us a picture or post on our social media pages (the details are listed below).

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January's image was taken by Martyn Taylor of Wallasey  
and was the winner of the Landscape category in the  
BIGGA Photographic Competition

# WELCOME

#### Happy new year!

I am approaching 2023 with a mixture of optimism and trepidation. The cost of living crisis is a significant issue for all and I know will be a huge concern for many, particularly those on the lower end of the wage scales.

It is a tricky challenge for the golf industry as, after more than two years of success in terms of participation and revenue, many clubs are in the strongest financial position they have been in for decades. But uncertainty abounds as clubs worry about how the financial situation will impact membership and green fees.

My fervent wish is that clubs continue to recognise the hard work of the staff who has helped them take advantage of the post-pandemic boom and ensure they remain suitably valued and rewarded.



Chief Executive Jim Croxton

Golf is a sport delivered by people in golf facilities and we must cherish the staff we have and make the industry attractive to others.

On that note, I am optimistic we will see great strides forward during 2023.

As detailed elsewhere in this issue, we have several ongoing projects that will, I believe, bring about a step change in the industry.

The golfing workforce is now up near the top of the agenda across the

governance of the sport, which gives me confidence that our efforts will be supported widely.

I am also keenly looking forward to BTME this month.

Registration for Continue to Learn has been outstanding and I reckon everyone I have spoken to recently plans on attending, so it looks set to be a fantastic week. I'm delighted so many exhibitors have signed up and the expanded space for 2023 is very nearly sold out.

The excellent team of staff at BIGGA headquarters and around the regions worked incredibly hard through 2022 to deliver on our mission to improve the world for greenkeepers. I'm incredibly proud of them and can't wait to see them deliver a brilliant BTME to kick off 2023.

I hope to see very many of you in Harrogate.

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# INSIDE THIS ISSUE

## Editor's Notes

Greenkeeper International editor, Karl Hansell

### Happy New Year and welcome to the first Greenkeeper International of 2023.

The coming year bodes to be a tremendously exciting one for BIGGA and its members, beginning of course with BTME in just a few short weeks. In my 'other' role as head of communications for BIGGA, I'm delighted to have read so much about the product launches, new partnerships and innovative developments that so many of the industry's companies are reserving for the show.

It's going to be a brilliant event and I hope to see many of you there — after seven years with the association, even I, a non-greenkeeper, enjoy catching up with old faces from GI's long ago!

But BTME is just the start and I'm so excited about what the year ahead has in store.

I'm not just talking about the eagerly-anticipated return of the John Deere TPC Sawgrass volunteer opportunity or the currently-undisclosed location for Toro Student Greenkeeper of the Year Awards (rumours abound). Rather, there are huge plans afoot that have the potential to fundamentally change the golf business for the better and the association is going to be right at the centre of those, so stay tuned.

I hope your winter projects are progressing well and that you're as motivated to achieve your goals for 2023 as all of us at BIGGA are.

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## THE PEOPLE BEHIND YOUR MAGAZINE



### Jim Croxton and Sami Strutt

Two of BIGGA senior staff share their vision for 2023 with an insight into many of the projects that are taking

place this year to help improve working standards for greenkeepers.



### Dennis Mortram

As we prepare to reveal the Outstanding Contribution of the Year recipient at BTME, last year's prizewinner revisits a piece

he produced on the need to improve greenkeeper education three decades ago.



### Jamie Wilson

Our thanks go to Sunningdale's Jamie Wilson, who invited the Surrey Section to learn about the incredible

conservation efforts taking place behind the scenes at this storied old club.



### Laurence Pithie MG

This month regular contributor Laurence made his way to the edge of the New Forest to meet Doug Spencer and Gemma Light,

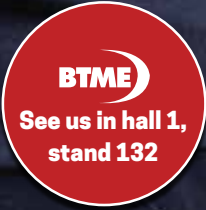
who are doing great things to develop the course at Brokenhurst Manor.

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# BIGGA IN 2023

Our New Year's resolutions  
and how we are all building a better future

Jim Croxton and Sami Strutt, BIGGA

November BIGGA's chief executive, Jim Croxton, and chief operating officer, Sami Strutt, delivered presentations at the BIGGA Conferences held around the country. Speaking to more than 500 BIGGA members across the five events, they discussed the current challenges in the industry and the Association's role in meeting them.

## Read this for:

- / Leadership
- / Ambition
- / The way forward

## BACKGROUND...

BIGGA was set up in 1987 with the intention of supporting and representing greenkeepers. Over time the strategy has evolved and can now be encapsulated thus:

1. Serve the needs of our members
2. Support the health and growth of the game and the industry of golf
3. Provide leadership and direction in greenkeeping to the golf industry

In simple terms BIGGA exists to make the world a better place for greenkeepers and we believe that those three strategic aims will make this happen.

BIGGA has always been a greenkeepers' association

rather than a greenkeeping association. But increasingly a role has developed for an organisation to take the lead on matters pertaining to greenkeeping and the industry now looks to BIGGA to show leadership on how the various challenges the profession faces should be navigated.

The 2022 BIGGA workforce survey provided a detailed snapshot of our industry with responses from over 500 UK golf clubs on a wide range of topics including recruitment, facilities, training and job satisfaction. The results were announced during The 150th Open at St Andrews and became a major topic of conversation.

“There has never been an authority on greenkeeping, but the industry now looks to us to show leadership how the industry navigates the various challenges we face.

## THE STORY SO FAR

### The survey uncovered several positives:

- / The average greenkeeping team had grown by 1.4 people since 2018 as the post-pandemic golf boom increased demand on golf courses.
- / Salary increases have outpaced inflation, although there is still much to be done.
- / More clubs take note of the Committee for Golf Club Salaries (CGCS) guidance and recognise that valuing staff leads to better retention.
- / More emphasis has been placed on education and personal development, with better access to attend educational events.

### However, the negatives cannot be ignored:

- / One in three greenkeepers are looking for work outside of the industry
- / Only half claim to be happy in their role.
- / Over half of clubs have vacancies in the greenkeeping team.
- / Over 80% of clubs find it difficult to recruit.
- / Less than one in four clubs have undertaken any outreach locally to raise awareness of careers within the facility.

## WHAT IS DRIVING THESE CHALLENGES?



Image by Jake Austin, Royal Wimbledon



ISSUES...

WHAT WE NEED ADDRESS

We believe there are five key issues that the industry must address to improve matters:

### 1. SALARIES

- / Entry level salaries are generally not much above minimum wage, if at all.
- / While salaries for course managers/ head greenkeepers can be competitive, there is often very little salary progression in the ranks of greenkeeping teams until senior positions are reached. Meanwhile, we read of alternative professions offering significantly higher remuneration.
- / Additionally, the Government's National Careers Service website has no reference to greenkeeping as a profession, while the only vague reference is 'golf' being included in the description of a groundsperson, stating a maximum salary of £30,500. This is not an attractive outlook.

### 2. WELFARE

- / Greenkeepers' working conditions are a definite problem. Our research showed some startling information: kitchen facilities, office areas or drying rooms were each only available in 70% of clubs, while only 60% provided a washroom for their greenkeepers.
- / Only one in five clubs has changing facilities and toilets for women within maintenance facilities. As we seek to encourage women into the industry, this does not present an equal, diverse, or inclusive environment.
- / For newcomers to the industry, working conditions are a key element. Particularly for youngsters whose parents may well accompany them on inspection visits.

### 3. GOVERNANCE

- / The management of golf clubs can cause challenges for staff. Aspects such as timeliness and consistency of decision-making, clarity of line management and lack of long-term strategy all have an impact.
- / Many clubs lack an effective HR function and greenkeepers and other golf club staff are very exposed to criticism from golfers.

### 4. RECOGNITION

- / Historically greenkeeping (specifically) and sports turf management (in general) have not been recognised as a profession. While many formal qualifications exist, it has not been viewed as favourably as it should.
- / The National Careers Service website has no reference to greenkeeping.

### 5. AWARENESS

- / The lack of recognition leads to a similar lack of awareness of the important role greenkeepers play. Greenkeepers are often only mentioned when there is a problem, like referees in football. When things go well, greenkeepers are invisible. This is an issue for the profession as we seek to attract new people, retain those we have and improve matters in general.

WHAT CAN WE DO ABOUT ALL OF THIS?



Image by Tom Wright, Clevedon

“Mental health has become a priority within our industry and we have embarked on a campaign to provide Mental Health First Aid (MHFA) training...

SOLUTIONS...

IMMEDIATE BIGGA ACTIVITY

What is BIGGA doing to support greenkeepers, alongside other leading bodies in golf?

### MENTAL HEALTH

- / Mental health has become a priority within our industry and we have embarked on a campaign to provide Mental Health First Aid (MHFA) training within our membership, initially for 100 BIGGA members to complete a two-day workshop. The workshop provides awareness, knowledge and some skills to help others through some of the challenges they may be facing and to direct others towards services that may help them. It also re-enforces the importance of looking after yourself — the reality is you are more important than grass. If you're interested in signing up for the MHFA training email: [steven.db@bigga.co.uk](mailto:steven.db@bigga.co.uk).

### RECRUITMENT

- / We have embarked on a workforce project that is focussing on a multi-strand strategy to raise awareness of the greenkeeping profession, including engagement with schools, graduates and careers providers as well as developing relationships with the military and public services sector to promote second career opportunities.
- / The First Green initiative, created by the GCSAA, is being developed by BIGGA for the UK market and will provide a toolkit to turn the golf course into a classroom, putting greenkeepers and golf at the heart of STEM education.
- / We are recruiting a workforce project manager to co-ordinate communications with the military and public sector to promote jobs in greenkeeping as a second career. This person will also develop our Careers in Greenkeeping resource centre.

### WELFARE AND GOVERNANCE

- / BIGGA is engaging with the sport's governing bodies on the issues of welfare and governance. We believe it is time for golf to adopt a code of conduct for the way staff are treated. SafeGolf is a compulsory code of conduct for clubs in GB&I that ensures clubs have procedures in place so children and vulnerable adults are safe within the golfing environment. We would like the next step to be ensuring staff are treated fairly and appropriately.

“BIGGA was at the centre of that work, ensuring the golf industry could respond and thrive when it most needed to.



Members of the BIGGA team are available to help members through any of the challenges they face in their working lives

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SALARIES

- / BIGGA is influential within the Committee for Golf Club Salaries (CGCS) and pushes for appropriate salaries and the promotion of the recommendations to the broader industry.

RECOGNITION

- / Greenkeeping qualifications are developed, maintained and reviewed through the Greenkeepers Training Committee. The GTC works with employee bodies, training providers and government to ensure the qualifications meet the demands of the industry. Regular reviews keep them up to date to embrace changes in technology and working practices.
- / A major project is underway to develop an internationally recognised certification scheme for greenkeepers. The aim is to provide an achievable yet aspirational career path and for golf clubs to be recruiting for certified greenkeepers. This will help greenkeeping be recognised as a formal profession.

AWARENESS

- / At the 2022 US Open the superintendent, Dave Johnson, was presented with a trophy recognising the work that had taken place to prepare the golf course to host the event. This was a huge statement for the profession and with our influence we hope to see this replicated at major UK golfing events.
- / We engage directly with the golf media to promote greenkeeping matters and this output improves year on year. The break in play enforced by the pandemic threw a spotlight on greenkeeping and we have been able to cultivate those relationships substantially since.
- / Your Course magazine will be reintroduced after a COVID-enforced break, both in print and digital formats. It will continue to provide information to golfers about the work that greenkeepers do to provide playing surfaces for their enjoyment. It also provides a platform for the industry to highlight the issues that you face due to climate change, pesticide restrictions and recruitment, to name a few.

ADVOCACY

- / There is a huge amount of work that goes on behind the scenes to ensure the industry continues to thrive and that greenkeepers can carry out their job to the best of their ability.
  - / The R&A's Golf Course 2030 is a crucial project, putting the greenkeeping side of the industry front and centre. The outcomes of this project are going to be high profile, with greenkeeping being referenced at every level of the sport. When launched, Golf Course 2030 had three key priorities: climate change, pesticide regulations and resource scarcity. Alongside these, 'people' has become a further priority.
  - / The All-Party Parliamentary Group for Golf (APPGG) provides a platform for golf to come together like no other sport. This was evident when the essential maintenance guidelines were published during the pandemic. It was this work that made it possible for golf to be the first sport to reopen and participation levels to rise. BIGGA was at the centre of that work, ensuring the golf industry could respond and thrive when it most needed to. Another benefit of our involvement in the APPGG was the exemption for using red diesel. Golf was initially excluded from the exemptions but we were able to demonstrate via the APPGG the additional annual cost (around £7-10,000 per club) that would impact on customers and staff and the exemption was granted. This isn't the case in other sports, who now must use white diesel at considerable additional cost.
  - / Golf Forum meetings include all the key organisations in golf and it has been heartening to see the focus of these meetings shift to include workforce issues.
  - / BIGGA plays a key role in initiatives like the Amenity Forum, ensuring the voice of greenkeeping is heard.
- Alongside all this work, BIGGA continues to provide a vast array of benefits and opportunities to members, not least the industry's flagship events BTME and Continue to Learn. Check out the BIGGA website, call the office or speak to your local Membership Services Manager to refresh your memory of all the benefits, initiatives and opportunities available to you.



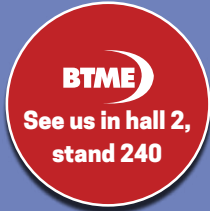
Image by David Ball, Thetford

Continue the conversation

Jim is on Twitter at @JimCroxtan and Sami is at @SamiStrutt



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# ACROSS THE BOARD

Steven Lloyd | Course Manager | The Worcestershire | BIGGA Chairperson

As I write this, at the end of December and during a cold spell, there is an inch of snow on the ground and the temperature hasn't got above freezing for days.

The course may be closed, but there is still much that can be done. Some of the team are updating their health & safety knowledge and others are compiling the information we need to effectively use Turfkeeper next year. I've got three of my team using up the last of their holidays and if it's not too cold, we may do some machinery maintenance. When the weather is like this, it gives us the opportunity for a bit of variation in our role and so the key is to be flexible.

We don't use temporary greens during winter unless we're doing a project on the main ones. My biggest concern leading up to Christmas was the completion of some drainage work on one green, where we'd laid the piping and then the weather got too cold to put the turf back onto the surface. The turf was sat on a pallet and we had a heater pointing at it, trying to defrost the turf so we could relay it.

It's horses for courses and everywhere is different, but here we let people play on frosty greens, rather than using temporary ones. I used winter greens at my old place



Scott Reeves and Steve Lloyd at the 2022 Welcome Celebration

“It's a bizarre industry, where you'll be in a Harrogate pub at 11pm, talking about greenkeeping, but... it's why so many of us love this job.

for 18 years, but when I came here they had never used them and I didn't really see any negative effects, so I've continued with that policy.

Hopefully 2023 will see the association get back to normal. We aren't far away from normality, but what I mean is that, hopefully, more members will be able to attend BIGGA events.

These days everyone seems to be busier. What that means for BIGGA is we must ensure everything we offer our members is of really high value, because people's time

is precious. We need to concentrate on the right type of events at the right time, rather than trying to do too many things.

As BIGGA's new governance structure gets settled in, members will see the benefit, with everyone having access to the same standard of networking and learning in their area.

One of the areas I would like to focus on is building our relationship with the Golf Club Managers Association. We speak to the management of that association more than

we ever have and they're keen for us to engage with their members about the work of greenkeepers — just as they want to tell us more about what managers do in their daily duties. Crossing the lines in both directions will develop mutual respect and a better understanding.

I've never known such a buzz ahead of BTME, which takes place later this month. The time of year clearly works well for our industry and if nothing else, it gives people the opportunity to reflect, away from their golf course.

People go there to see the latest products, network and learn, but everyone works so hard and in many ways BTME is also an opportunity to reset and recharge your batteries before the season gets underway. My favourite part of BTME has always been catching up with people from all over the country. There are those you plan to meet up with and others who you just bump into. It's a bizarre industry, where you'll be in a Harrogate pub at 11pm, talking about greenkeeping, but that just shows the passion among greenkeepers and it's why so many of us love this job.

I hope that you're able to attend the exhibition this month. Either way, best of luck for 2023 and I hope you have a successful year.

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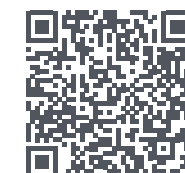
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**CONTINUE TO LEARN: 22-25 JANUARY 2023**

The BIGGA National Board is comprised of the following members who volunteer their time to support the association:

Stuart Ferguson MG, Jack Hetherington, Andrew Laing, Antony Kirwan, Lucy Sellick, Iain Macleod and Richard Whyman

**BIGGA President** Gordon Moir, **BIGGA Vice President** Andy Smith, **BIGGA Chairperson** Steven Lloyd





We are committed to the continual professional development of our members, working with the leading bodies in golf for the good of the game.



BIGGA's activities are underpinned by the generosity of our industry partners and supporters. BIGGA's various activities, initiatives, learning and development opportunities and member benefits are made possible due to the ongoing commitment shown by these companies, organisations and individual donors. From our supporters all the way up to our premium partners, our thanks go to all of them for their dedication to BIGGA and its members.



Expert Surfaces



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



# BIGGA launches campaign to train nationwide network of 'mental health first aiders'

**BIGGA is inviting its members to put their names forward to become 'mental health first aiders', able to identify when colleagues and peers are struggling, both professionally and personally.**

We have launched a campaign that will see the creation of at least 100 mental health first aiders during 2023. These first aiders will receive training that will give them the skills to support golf greenkeepers and other clubhouse staff through any difficulties they may be experiencing.

The campaign is being led by BIGGA's Steve Dudley-Brown, himself a former greenkeeper and course manager with 25 years' experience in the industry.

Steve said: "During my career as a greenkeeper, I experienced several of my colleagues having mental health difficulties. It's a scary situation knowing that you have someone in front of you and they are upset and afraid.

"You want to try and support them the best you can. This training course will give people the ability to understand a little more about what the person is going through and point them in the right direction for help."

Poor mental health is one of the biggest challenges facing society today. A much-quoted fact is that 75%



**“**It's a scary situation knowing that you have someone in front of you and they are upset and afraid

of deaths of men aged 50 and under are due to suicide, making it the biggest cause of death in that age bracket. The greenkeeping industry itself has been rocked by several tragic losses in recent years and in 2021 BIGGA undertook a survey that revealed 80% of greenkeepers had worried

about the mental health of a colleague.

The cost of the course is being met by BIGGA with support from The R&A and participants will receive a certificate from Mental Health England. In addition, participants will receive three years' ongoing training and

support from Mental Health England.

The opportunity is open to BIGGA members, including greenkeepers and trade representatives, and we'd like to hear from anyone who is interested in getting involved.

The first course will be held in February at Edgbaston Golf Club and further events will be hosted around the country, helping to build a national network of mental health first aiders.

#### If you'd like to know more

For more information or to register an interest, email [steve-db@bigga.co.uk](mailto:steve-db@bigga.co.uk)



#### Upon completion of the course, the Mental Health First Aider will be able to:

- / Understand the important factors affecting mental ill health
- / Identify the signs and symptoms for a range of mental health conditions
- / Provide mental health first aid to someone experiencing a mental health issue or crisis
- / Listen non-judgementally and hold supportive conversations using the Mental Health First Aid action plan
- / Signpost people to professional help, recognising their role as a Mental Health First Aider does not replace the need for ongoing support

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# BIGGA AWARDS 2023: THE FINALISTS

An innovative project to restore the historic links that hosted the first Open Championship, a course redevelopment project that received approval from Tommy Fleetwood and a team that battled Scottish snowfall to build a new hole have all been revealed as the finalists of the BIGGA Awards 2023.

Each year BIGGA invites nominations from across the golfing industry to recognise the achievements of its members, who play such a vital role in the ongoing success of the sport.

The BIGGA Awards are divided into three categories and the overall winners are revealed at the BIGGA Welcome Celebration with Origin Amenity Solutions, which takes place on the opening evening of BTME.

With incredible prizes up for grabs, the BIGGA Awards recognise that high standards of quality and dedication are vital to the success of any golf course or championship. They reward the innovation of BIGGA members who are at the cutting edge of the profession and any BIGGA member within the UK, regardless of their golf facility's size, age or reputation, can enter. The awards provide golf clubs with an opportunity to showcase their greenkeeping team's talents and celebrate their achievements.

**Greenkeeping Project of the Year sponsored by Sports Turf Data Solutions**



This award recognises those greenkeepers or greenkeeping teams who have undertaken a specific project, completed within the past year. However, projects can be long term and include course construction, renovation or rebuild — the possibilities are endless.

**The finalists in this category for 2023 are:**

- / Astbury Golf Club in Cheshire, led by Head Greenkeeper Andy Brougham.
- / Prestwick Golf Club in Ayrshire, led by Golf Course Superintendent David Edmondson.
- / Strathaven Golf Club in Lanarkshire, led by Head Greenkeeper Stephen Hunter.

**Championship Greenkeeping Performance of the Year sponsored by Bernhard and Company**



This award isn't just restricted to those clubs who host majors or DP World Tour events. A team may have done incredible work to get the course fit for professional events such as the EuroPro Tour or Ladies European Tour, or amateur events such as national or important local events.

**The finalists in this category for 2023 are:**

- / Abridge Golf Club in Essex for the hosting of the club's first EuroPro Tour event, the PDC Championship, from 29 June to 1 July.
- / Minchinhampton Golf Club in Gloucestershire for hosting South West Week and Open Championship — Regional Qualifying in June.
- / St Annes Old Links for the hosting of Open Championship — Final Qualifying and The R&A's Amateur Championship in June.

**Outstanding Contribution of the Year sponsored by Baroness**



This award is presented in recognition of the growing number of members who undertake voluntary work each year for the betterment of the association or any number of charities. The winner may be someone who has raised significant sums for a good cause or given fantastic support to greenkeepers or the wider industry.

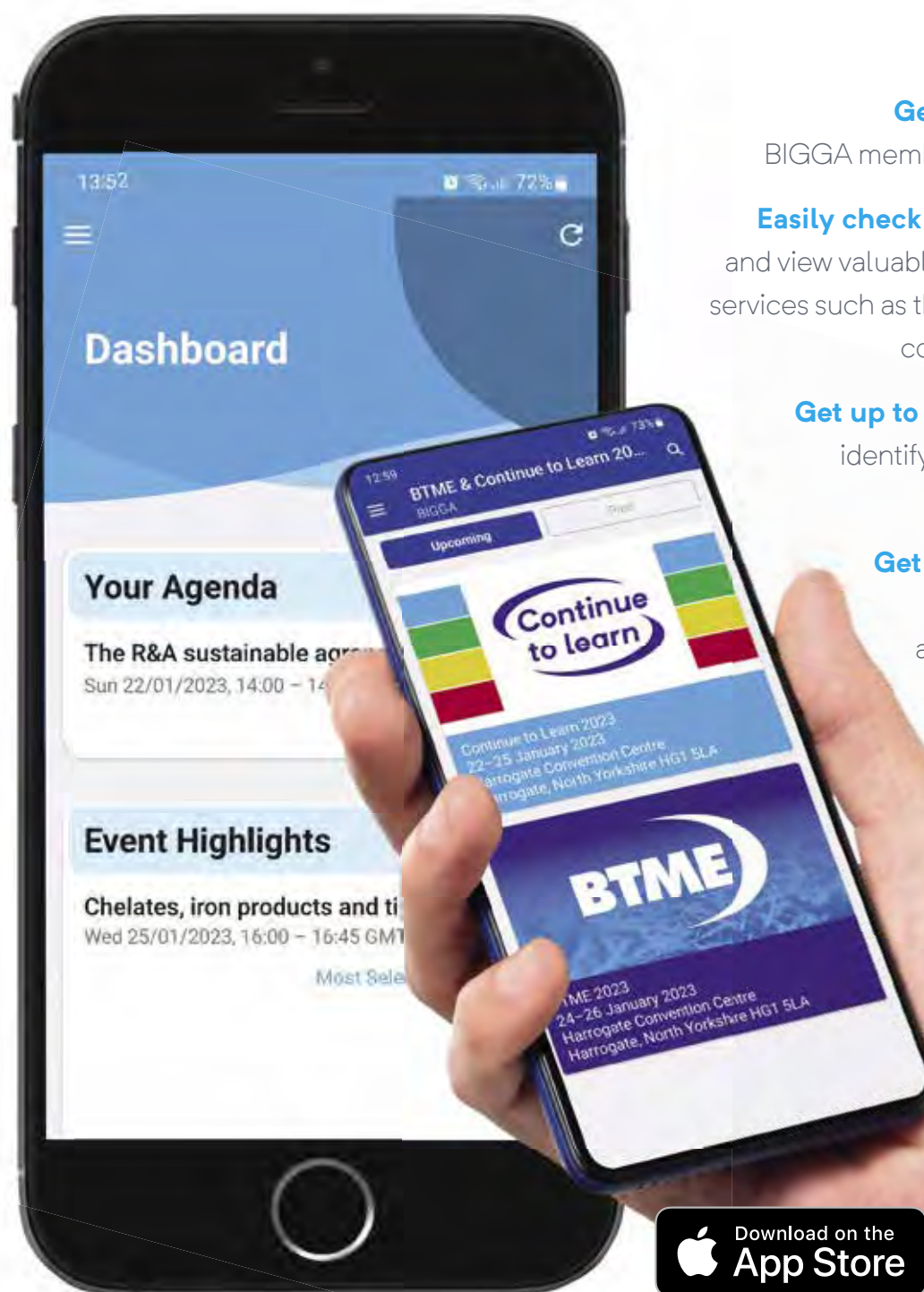
The winner of this award will be revealed at the BIGGA Welcome Celebration at BTME 2023.



More information about each of the finalists can be found on the BTME website



# HAVE YOU GOT THE BIGGA APP?



**Get access** to the best of your BIGGA membership, anytime, anywhere.

**Easily check and update your account** and view valuable membership benefits and services such as the HR helpline, confidential counselling and Xtra Benefits.

**Get up to date resources** to help you identify and deal with problems on your golf course.

**Get notifications** about events, webinars, competitions and other useful information directly to your phone.

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# AROUND THE GREEN

## BIGGA Scotland hosts annual awards

Prizegiving ceremony returns for first time since prior to COVID-19

### Scotland & Northern Ireland

A familiar face from the association's past returned as the BIGGA Scotland annual awards lunch took place at Stirling on Wednesday 7 December.

This was the first time post-pandemic that attendees gathered together to celebrate the achievements of members throughout the year.

BIGGA's John Young, MSM for Scotland & Northern Ireland, said: "A fantastic day was had by all. It was particularly wonderful to see Peter Boyd, former BIGGA regional administrator, receive our first Legacy Medal award and for our most prestigious award, named after Walter Woods, be presented to his good friend, Chris Kennedy."

Peter was awarded the Legacy Medal in recognition for his support, involvement and promotion of the industry and association throughout his career and in retirement.



Chris Kennedy, a former president of BIGGA and retired former Wentworth Club and Haggs Castle course manager, was presented with the Walter Woods Award in recognition of his lifetime working in the industry and as a member of the association.



## Sussex hosts 'most successful' Turkey Trot

### South East - Sussex

Worthing hosted a Turkey Trot during December, with 88 players competing – a record number for the section.

Despite a foot of rain in November, the competition enjoyed glorious sunshine for the day and the golfers couldn't have asked for better conditions.

Thanks go to Matt Bolton, operations manager, George Brown, course manager, and the office and catering team. All players were made to feel at home and the course was in fantastic condition.

The competition was followed by a Christmas meal and prizegiving, with thanks going to event sponsors Farol Ltd.

The winners with 55 points was the team from Beauport Park, comprising Glynn Pollard, Eric Green, Ben Hyder and Paul Betts. In second place with 54 points was a team from Worthing and in third was the joint Reesink Turfcare and Crowborough Beacon team.

The Christmas jumper competition was won by Dave Hall of Royal Ashdown.

### Prize winners

#### Golf Tour Champions

- / The Elliott Small Trophy (Stableford) — Keith Craig, Eyemouth
- / The George Brown Trophy (Strokeplay) — Craig Davidson, Mortonhall

#### Engagement/Participation

- / The Iain Macleod Award (North West) — John Milne, Garmouth & Kingston
- / The John Geddes Award (North East) — Billy Craig, Kirriemuir
- / The Gordon Moir Award (Central) — James Lindsay, Stirling
- / The Stuart Taylor Award (West) — Paul Hamilton, Renfrew
- / The Steve Dixon Award (East) — Jamie Martin, Gifford
- / The Jim Paton Award (South West) — David Feeney, Prestwick

#### Education

- / The Harry Diamond Award (Academic achievement) — Andrew Ritchie, St Andrews Links

#### Special Awards

- / The Legacy Medal — Peter Boyd
- / The Walter Woods Award — Chris Kennedy



## Lucy wins award

### SW & SW - South Wales

Wenvoe Castle head greenkeeper Lucy Sellick has been recognised for her incredible achievements in leading the way for female greenkeepers, with the Trailblazer Award at the first-ever Women in Golf Awards.

The first Women in Golf Awards took place on Wednesday 8 December. During a night of celebration that shone a spotlight on every corner of the industry, a broad range of recipients received awards. Eighty women from across the golf industry attended the awards dinner.

"This has been a phenomenal evening," said co-founder Nicole Wheatley. "I feel quite overwhelmed by the response from the room and thoroughly inspired by the people I have met tonight."

Throughout her career, Lucy has earned the title of 'trailblazer'. She was the first female head greenkeeper at any golf club in Wales and was the first female member of BIGGA to sit on the association's National Board.



Lucy Sellick has won a Women in Golf Award

She began her career in 1991 when her neighbour offered her some work – he was building Virginia Park Golf Club, where she later became a greenkeeper.

In 2000 she joined Celtic Manor Resort, then moved to Saltford in 2008 as deputy course manager.

In 2018 she joined Wenvoe Castle as head greenkeeper. At the time she said: "I realised when I was greenkeeping that I wasn't just setting an example to other women who may want to be greenkeepers, but I was also setting an example to golf clubs who were thinking about employing a woman."

## East Anglia golf

### South East - East Anglia

Wensum Valley hosted the East Anglia Section's annual Turkey Trot on 30 November.

A dry day was well attended by teams from across the region and many thanks were given to Stephen Curtis and his team for providing participants with a well-maintained course to play.

On the day, the Banks Amenity team of Simon Banks, Andrew Howarth, Matt Gill and Ant Kirwan ran out winners.

Thanks were given to the day's sponsors, British Sugar Topsoil, Prime Irrigation, Ben Burgess, Ernest Doe and Banks Amenity.

Thanks were also given to Reesink Turfcare, for providing refreshment at the halfway house.



## DOGS ON COURSE



**Name:** Bruno

**Breed:** Chocolate Labrador

**Owner:** Michael Love

**Location:** Grangemouth

**Favourite treat:** Anything that the members bring in for him

**Favourite spot on the course:** Driving range

**Naughtiest moment:** Running through a freshly raked bunker

**My dog is happiest when:** He's chasing rabbits on the course

### WHAT'S ON NEAR YOU?

#### National

##### 1 BTME

**Date:** 24-26 January  
**Location:** Harrogate Convention Centre

##### 2 Continue to Learn

**Date:** 22-25 January  
**Location:** Harrogate Convention Centre

##### 3 BIGGA Annual General Meeting

**Date:** 24 January  
**Location:** Main Auditorium, Harrogate Convention Centre

##### 4 BIGGA Welcome Celebration

**Date:** 24 January  
**Location:** Main Auditorium, Harrogate Convention Centre

#### Scotland and Northern Ireland

##### 1 BIGGA Scotland Greenkeeper Industry Career Day

**Date:** 18 January 23  
**Location:** Auchterarder

##### 2 BIGGA Scotland L&D Roadshow

**Date:** 22 February 23  
**Location:** Bothwell Castle

#### Northern

##### 1 BIGGA Northern L&D Roadshow

**Date:** 15 February 23  
**Location:** Dunstanburgh Castle

#### Central England

##### 1 BIGGA Central England L&D Roadshow

**Date:** 15 February  
**Location:** Berkshire College of Agriculture

##### 2 BIGGA Central England L&D Roadshow

**Date:** 16 February  
**Location:** Beedles Lake

##### 2 Mental Health First Aid Course

**Date:** 20 & 21 February  
**Location:** Edgbaston

#### South West and South Wales

##### 1 BIGGA South West & South Wales L&D Roadshow

**Date:** 16 February 23  
**Location:** TBC

#### South East

##### 1 BIGGA South East region L&D Roadshow

**Date:** 22 February 23  
**Location:** Plumpton College



# Trentham’s Ed to lead Trailblazer group

Les Howkins MG steps down after successful tenure as chairperson

National

The Greenkeepers Training Committee (GTC) has revealed that Trentham Golf Club’s course manager, Ed Stant, has been appointed chairperson of the group that works to produce and administer formal educational opportunities for greenkeepers in the UK.

The appointment was made following The Richmond Course Manager Les Howkins MG’s decision to step down as chairperson of the Greenkeeping Trailblazer Group following an incredibly-successful tenure.

Les said: “After two years as the Trailblazer chairperson, I am pleased to announce that Ed Stant will be taking over as chairperson in January 2023.

“Ed has been an excellent deputy for several years and has proved to have a very strong understanding of the role and the apprenticeship scheme. I am sure Ed will fulfil the role with honour and pride and ensure the greenkeeping apprenticeships remain world leading and fit for purpose for years to come.

“I have enjoyed my years as Trailblazer chairperson and I must thank The GTC’s Fiona Lyttle for all her hard work and dedication to the scheme. Without Fiona, none of what we have achieved would have been possible.”

Trailblazer groups are responsible for developing a new apprenticeship for an occupation and then revising the apprenticeship as needed. Since becoming chairperson in 2021, Les has steered the group expertly, navigating the collaboration with the Sports Turf Trailblazer Group to develop the Level 3 Advanced Sports Turf Technician apprenticeship, which was approved by the Institute for Apprenticeships and Technical Education (IfATE) in October.

No sooner had the new Level 3 apprenticeship been approved than Les began leading the group to review the Level 2 Golf Greenkeeper apprenticeship. Great strides have been made so far and this work will continue under the leadership of Ed, who will step up from the vice chairperson role. Gavin Sowden, environment and health & safety officer at Woburn Golf Club, will become vice chairperson. Both will move into office at The GTC-BIGGA standardisation meeting for training providers, being held



Ed Stant (left) has become Trailblazer chairperson

in Harrogate during BTME in January.

Ed Stant said: “I am delighted to accept the position of Trailblazer chairperson, taking over from Les Howkins MG, who has done a fantastic job over the past few years. Apprenticeships are such a vital route into our profession and often the building blocks for many young people entering the world of greenkeeping. I hope I can do the position proud and offer BIGGA and The GTC the support and encouragement they need. Special thanks goes to Fiona Lyttle at The GTC, who works so tirelessly for greenkeeping.”

Gavin Sowden said: “It is an honour to accept this appointment and be involved with the Greenkeeping Trailblazer Group. Having been in the industry for over 30 years and working closely with numerous apprentices starting their working lives as greenkeepers, I understand the importance of ensuring we have the



Les Howkins MG had a successful tenure as chairperson of the Trailblazer Group

correct education programme in place for our future golf course greenkeepers and course managers.”

Fiona Lyttle, BIGGA learning & development executive (The GTC), said: “It has been a honour and a privilege to work with Les over the last few years. His wealth of knowledge and determination to ensure greenkeeping apprentices are at the forefront of greenkeeper education is second to none. He has taught me a lot and hopefully I can now impart some of that knowledge further to continue the work of the Trailblazer group.

“We are delighted to appoint Ed and Gavin as the new Trailblazer chairperson and vice chairperson respectively. Being active employers and advocates for greenkeeping education, the Trailblazer group and I are looking forward to working with them to maintain the level of apprenticeships our employers have become accustomed to and to ensure they have quality golf facilities for their members to enjoy.”

The Greenkeeping Trailblazer Group and Trailblazer Apprenticeship programme is supported by golf facilities and governing bodies including England Golf, BIGGA, The Richmond Golf Club, Trentham Golf Club, Woburn Golf Club, Frilford Heath Golf Club, Gaudet Luce Golf Club, Leyland Golf Club, Portmore Golf Park, Royal Birkdale Golf Club, Sunningdale Golf Club, The London Golf Club.

For more information on the Greenkeeping Trailblazer Group, contact The GTC’s Fiona Lyttle on (01347) 838 640 or fiona@the-gtc.co.uk

# WELCOME NEW MEMBERS

Key to membership

A	Affiliate Member
AGK	Assistant Greenkeeper
AHG	Assistant Head Groundsperson
APP	Apprentice
ATP	Approved Training Providers
BA	Business Affiliate
CA	College Assessor
CM	Course Manager
DCM	Deputy Course Manager
DH GK	Deputy Head Greenkeeper
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
RP	Regional Patron

SCOTLAND & NORTHERN IRELAND

**Stefan Budeanu**, Pitlochry, GK; **Gino Caira**, Dumbarnie, APP; **Richard Connell**, North Berwick, M; **Gary Hawthorn**, North Berwick, GK; **Alec Henderson**, Craigielaw, APP; **Alex Hodges**, North Berwick, GK; **Philip Kirkwood**, Rigby Taylor, BA; **Paul Lappin**, Royal Portrush, DCM; **Samuel Lennon**, Ranfurly Castle, DCM; **Kieran McConnell**, Portstewart, M; **Ryan McNamara**, Prestwick, GK; **Lucy Millar**, Lethamhill, APP; **Luis Oliveira**, North Berwick, GK; **Cameron Redden**, Strathmore, APP; **Scott Russell**, North Berwick, AGK; **Joseph Smith**, St Leonards School, AHG; **Kevin Smith**, St Leonards School, HG; **Ewan Sturrock**, Polyclean UK, A; **Stuart Torrance**, Pro-Turfcare, APP; **Brian Williams**, Dunnikier Park, GK

NORTHERN

**James Bebbington Jones**, Eaton (Chester), GK; **James Bell**, Flamborough Head, AGK; **Adam Cutmore**, Aitkens Sportsturf, BA; **Andy Hynds**, The National GC of Canada, I; **Daniel Mangan**, Berrington Hall, APP; **Ryan Ridehalgh**, Keighley, AGK; **Craig Robson**, Casterton, AGK; **Thomas Rushton**, Tapton Park, AGK; **Martin Stephenson**, Aitkens Sportsturf, BA; **Blake Stout**, Thirsk & Northallerton, AGK; **Adam Williams**, Northop, FA; **Anthony Woosey**, Northop, AGK

CENTRAL ENGLAND

**Stuart Barber**, John Deere, BA; **Lee Brinkley**, Chigwell, DCM; **Paul Caligari**, Verulam, G; **Mike Chappell**, Chappell Enterprises UK Recruitment Services, A; **Jake Clifford**, Ladbroke Park, GK; **Ryan Coffin**, Ladbroke Park, AGK; **James Else**, Ramsey Golf & Bowls Club, A; **Adrian Masters**, Headland Amenity, BA; **Adam Moss**, Aitkens Sportsturf, BA; **Aaron Nash**, Thorntrees Amenity, A; **Gary Noakes**, Sutton Coldfield, GK; **Anthony Perkins**, Verulam, GK; **Terry Stanton**, Verulam, GK; **Daniel Walker**, Matlock, AGK; **Matt Young**, TGMS (Sports Surface Consultants), A; **Matthew Young**, Ramsey Golf & Bowls Club, GK

SOUTH EAST

**David Badham**, Sudbury, CM; **Nigel Beckford**, Greenkeepers Training Committee (The GTC), CA; **Markus Hojer**, Wentworth Club, AGK; **Nathan Parsons**, Mid Sussex, AGK; **David Rose**, Beaverbrook, GK; **Glenn Siddons**, Orpington, APP; **Tommy Spender**, Highwoods, GK; **Callum Turner**, Orpington, APP; **Zachary Ward**, Wisley (The), APP; **Daniel West**, Essex, APP; **James Witt**, Coombe Hill, DCM; **Tayler Young**, Beaverbrook, GK

SOUTH WEST & SOUTH WALES

**Calum Cooney**, Stover, APP; **Jack Farragher**, Cricket St. Thomas, GK; **Lee Finn**, Kingsdown, A; **Lee Francis**, Farrington Park, AGK; **Matthew Gill**, Churston, A; **John Granger**, Cotswold Hills, APP; **Mark Hensby**, St Mellion Hotel, AGK; **Noel Robert MacKenzie**, Sports Turf Consulting, A; **Greg Maden**, Pennard, AGK; **Nelson Milner**, Southwick Park, AGK; **Paul Morley**, Torquay, AGK; **Phil Morrell**, New Milton Sand & Ballast Ltd; **Keith John Norville**, Torquay, AGK; **Rich Oakley**, Bath, GK; **Daniel Parker**, Knighton Heath, AGK; **Nicholas Scholey**, Clevedon, AGK; **Mark Vallence**, Alresford, GK

INTERNATIONAL

**John Parker**, Port Dover, I



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# TEE BREAK

1 19 20 4 14 19 3 14 19 5 19 25 3 7

19 19 3 12 6 7 6 26

1 19 11 6 4 1 12 23 10 6 7 4

1 7 1 16 16 22 16 5 7 14 11

12 16 22 25 15 7 14 11 22 21 12

11 20 7 19 1 19 11 7 22 6

18 12 24 3 6 7 19 3 26 23

5 10 19 8 5 2 7 7 26

19 5 26 7 19 3 26 12 12 6

20 3 4 1 5 16 7 7 20 7

12 23 6 5 3 7 19 16 7 16 17

16 19 13 4 12 22 6 9 5 5 22

16 7 19 7 9 5 3 12 16 4 13 7

4 6 14 16 7 12 14 16

5 4 11 14 18 7 16 3 7 23 4 7 23 11

A B C D E F G H I J K L M

N O P Q R S T U V W X Y Z

## LETTER TRACKER

Starting at the top left corner and ending at the bottom right, track a path from letter to letter, in any direction except diagonally, in order to find 15 flowering plants. All the letters must be used, but none more than once.

D D I L L E E C R I A L A V E

A O U T T T O C O N U R I R N

F F L I S I S U P E T I S E D

U I N P G M P I M R E R P I G

M O A R E E N Y H N P I A R O

C R L I J A I A L E H M M E L

H I D L Y S M C I N T R O S D

FIND THE ANSWERS ON P66

## CODEWORD

Each letter of the alphabet has been given a different number. Substitute numbers for letters to make words to complete the puzzle.

Cross out the letters below the grid, as you find them. The check-box may also help you keep track.

### Check-box

1 2

3 4 5 6

7 8 9 10

11 12 13 14

15 16 17 18

19 20 21 22

23 24 25 26

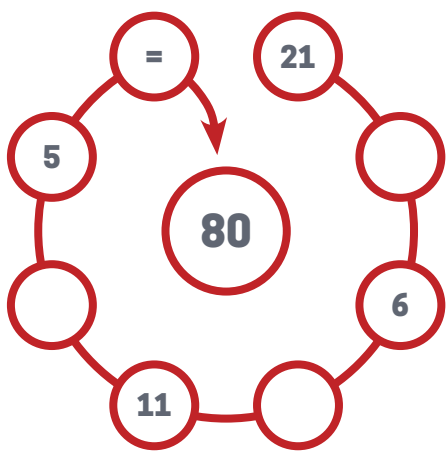
A

P

E

## SUM CIRCLE

Fill the three empty circles with the symbols +, - and x in some order, to make a sum which totals the number in the centre. Each symbol must be used once and calculations are made in the direction of travel (clockwise) from one number to the next.



# THE SAVINGS SOON ADD UP

MEMBER BENEFIT

**Xtra** Benefits



## Planning your holiday for 2023? BIGGA members can save using rewards

### Save up to 65% off\* holiday and UK breaks

BIGGA Xtra Benefits has partnered with the award-winning travel agency, Holiday Exclusives. Through their VIP Club, you can explore the best travel offers available to BIGGA members. From all-inclusive beach resorts and winter sports holidays to UK vineyard tours and spa days, the choice is yours.



### Discounts on airport parking, hotels, lounges and transfers

Holiday Extras, the UK market leader for holiday add-ons, is offering BIGGA members an exclusive discount. They specialise in the essential extras that every traveller needs. With savings of up to 13% on Airport Parking, 10% off Airport Hotels, 10% off UK Airport Lounges, and 10% off Airport Transfers\*, Holiday Extras is dedicated to getting you into the holiday mood before you fly.



To take advantage of these and other fantastic deals log in to the BIGGA website and click on Xtra Benefits or scan the QR code

### 6% discount at leading travel brands

Are you planning a well-deserved night away in a hotel or a staycation? Or maybe a ski holiday, cruise or beach holiday? Either way, make sure you save with Lifestyle vouchers. BIGGA members can save 6% with brands such as Airbnb, lastminute.com, Hotels.com, Emirates, Eurostar, TUI, Hilton, plus many more\*. You can also save on the Inspire TravelCard, which gives you access to over 250 travel partners.



### Exclusive 50% off proven lost luggage protection with BIGGA Xtra Benefits

Almost 25 million bags are misplaced at airports every year and many of them are never found again. Officially integrated with SITA WorldTracer Baggage System, TRACE ME Smart ID works at over 2,500 airports globally, reducing your risk of loss by around 100 times.





FREE LEARNING

AVAILABLE AT

CONTINUE TO LEARN



The Continue to Learn Seminars give you the opportunity to sample cost-free learning and get a taste of what BIGGA's Continuing Professional Development opportunities are all about.

WHAT ARE THEY?

Free seminars hosted by a selection of BTME exhibitors, taking place in the Hall 4 Seminar Theatre of the Harrogate Convention Centre. These 'silent' sessions will take advantage of technology that will enable you to hear the presentations without leaving the exhibition halls.

WHEN DO THEY TAKE PLACE?

Tuesday 24 and Wednesday 25 January

WHO ARE THEY FOR?

All visitors to BTME are welcome to attend these free seminars and there is no need to pre-book a place. If you've never been to BTME before, the seminars may give you an insight into the great education that is on offer at the exhibition. Check out the full timetable here:



TUESDAY 24 JANUARY

**Choosing your fertilisers – NPKs and technologies**  
Daisy Lacey and James Whittick, GreenBest

- / Understand which NPKs are suitable for each season
- / Learn how slow and controlled release fertilisers work

**The carbon credentials of grasses**  
Jayne Leyland and Howard Wood, Origin Amenity Solutions

- / How grasses are as valuable as trees for locking up carbon in the soil profile
- / How, through mixture selection, you can help mitigate the carbon emissions produced by the operational activities of the club and maintenance of the playing surfaces

**The role of sustainable plant extracts and bio-stimulants in amenity turf IPM strategy**  
Steve Flanagan, Technical Director Indigrow

- / Overview of pathogen triangle dynamics
- / Potential IPM strategies for turf

**Gathering soil data – what can you do with it?**  
Speaker TBC

- / Improve efficiencies on water usage and irrigation
- / Improve timings for inputs, seed, nutrition and fungicides

**R&A sustainable agronomy best practice**  
Alistair Beggs and Gordon Howat, The R&A

- / Defining sustainable agronomy for golf courses, now and in the future
- / Best practice planning, actions and projects

**Will selective herbicides be banned?**  
Peter Corbett, Origin Amenity Solutions

- / New technologies in development



- / How to get the best from existing and new active ingredients

**Improve your turf quality with significantly reduced nitrogen inputs**  
Michael Fance, Aquatrols Europe, with Rob Hay, Northants County, and Alex MacIndoe, West Surrey

- / The nitrogen cycle
- / How to maximise nitrogen applications

WEDNESDAY 25 JANUARY

**Raising the environmental standards for fertiliser use**  
Dr Andy Owen, Henry Bechelet, ICL Turf & Landscape

- / Contrast fertiliser technologies in terms of nitrogen efficiency
- / Select appropriate fertiliser technologies for maximum turf quality



**What lies beneath?**  
Dr Deidre Charlston, Origin Amenity Solutions

- / Identify key organisms in soil biology
- / The impact of different management practices on soil biology

**Nature, nurture and protect**  
Sean Loakes and Glenn Kirby, Syngenta

- / An integrated approach to leatherjacket control
- / What does the future look like?

**The latest research in turf management in UK climates**  
Geoff Fenn, Origin Amenity Solutions

- / Best practice advice for new technologies
- / Using data to justify expenditure to management

**Understanding fine fescue species and their use in golf**  
Dr David Greenshields, Barenbrug

- / The key differences between turf grass species
- / How to reduce chemical and water inputs

**Making sense of biologicals**  
Phil Logan, Envu

- / How biological products can be used
- / The limitations of biological products

**Chelates, iron products and tips and tricks on tank mixing**  
Paul Morris, GBR Technology

- / What a chelate is and what it does
- / The benefit of iron products



- Congratulations to the following members who achieved CPD Approved status this month:**
- / Michael Cooper, Sweetwoods Park
  - / Matthew McCreadie, Tadmarton Heath
  - / Stephern Lawlor, St Andrews Links
  - / John Anderson, Prestwick
  - / Richard Johnstone MG, Nairn Dunbar
  - / Shaun Cunningham, Prestonfield
  - / Tom Pattison, Blyth
  - / David Feeney, Prestwick
  - / Neil Jarrett, Knaresborough
  - / David Edmondson, Prestwick
  - / Greg Maden, Pennard
  - / Stephen Mancini, Prestwick
  - / Ashley Allpress, Guildford
  - / Jeremy Boone CGCS, Springdale at Cold Mountain
  - / Alan FitzGerald CGCS MG, LedgeRock
  - / Simon Gilbert, Woodhall Spa
  - / Richard Wing, Noordwijk
  - / Chris Browett, The Richmond
  - / Chris Low, Coventry Hearsall
  - / Joe Curtis, Diamond Country Club Otterstein
  - / John Milne, Garmouth & Kingston
  - / Robert Sandilands, Formby Ladies
  - / Sam Ludlow, Luffenham Heath

- Congratulations to the following members who achieved their CPD Milestone this month:**
- / Richard Johnstone MG, Nairn Dunbar
  - / David Edmondson, Prestwick
  - / Stefan Carter, Wentworth Club
  - / Gordon McKie, St Andrews Links

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



# LEARNING & DEVELOPMENT ROADSHOWS

Coming to a venue near you this spring

This spring BIGGA is delighted to bring its regional roadshow programme to members all over the UK.

Piloted in Scotland in recent years, the roadshow is an opportunity for BIGGA members to meet a range of industry experts and ask questions about the future of turf maintenance in a local setting.

Twenty events will be held around the UK with BIGGA members invited to register their interest in these free, educational events.

The sessions will be supported by

BIGGA's network of Regional Patrons, a scheme introduced to standardise learning opportunities across the UK, giving BIGGA members everywhere the same level of access to BIGGA's renowned networking and educational events.

The Regional Patrons will ultimately underwrite the sponsorship of much of all educational activity and golf days at local level, with the biggest change being the introduction of the Learning & Development Roadshows in February and March.

There will be more than 20 days of free education on offer to BIGGA members across the UK. Certain Region Patron Scheme members will be able to talk directly to attendees at 'speed dating' type events, which are now available to be booked on the BIGGA website.

Anyone looking for details of the Region Patrons Scheme can find all the information on any of the BIGGA Regional pages on the website. For more information, contact the Business Development Team on (01347) 833 800.

DATE	REGION	SECTION	VENUE
22 February	Scotland & NI	West	Bothwell Castle
23 February	Scotland & NI	South West	Kilmarnock Brassie
7 March	Scotland & NI	East	Mortonhall
8 March	Scotland & NI	Central	Elmwood
14 March	Scotland & NI	North	Nairn Dunbar
16 March	Scotland & NI	North	Newmachar
15 February	Northern	North East	Dunstanburgh Castle
1 March	Northern	North West	Birchwood
2 March	Northern	North West / N. Wales	Campey (Macclesfield)
15 March	Northern	Sheffield	Rotherham
15 February	Central England	BB&O	Berkshire College of Agriculture
16 February	Central England	East Midlands	Beedles Lake
21 February	Central England	Midlands	Edgbaston
23 February	Central England	East of England	Waltham Windmill
16 February	SW&SW	South West	Bristol TBC
28 February	SW&SW	South Wales	The Worcestershire
1 March	SW&SW	South Coast	Hampshire TBC
9 March	SW&SW	Devon / Cornwall	Stover

DATE	REGION	SECTION	VENUE
22 February	South East	Sussex	Plumpton College
28 February	South East	Essex / Kent	Ingrebourne Links
2 March	South East	London / Surrey	Windlesham
15 March	South East	East Anglia	Wensum Valley

Support for BIGGA has been exceptional for many years and plays a key role in supporting the activity that is carried out across the UK for BIGGA members. The association has 27 Sections and these are all run by volunteers who give their time freely to deliver educational and golfing opportunities for members to engage with on a local level.

As such, opportunities made available to members differ substantially across the country and BIGGA would like to see all members, no matter where they are, given equal opportunities to get involved with the association and engage with all its activities.

The Region Patron Scheme enables both national and local companies to align their brands with BIGGA on a scale that suits them. We wanted to make sure that we could recognise the support of companies that only operate in local areas, along with the companies we all know, that operate on a nationwide scale.

The funds generated will be used to support local BIGGA events, eliminating the need for local BIGGA Sections to source their own sponsorship.

Roger Butler, membership services manager, Northern Region



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

- / Luke Fitzpatrick, The Buckinghamshire
- / Simon Gilbert, Woodhall Spa
- / Bradley Martin, Tydd St Giles
- / Robert Gill, The Shire London
- / Adam Mitchell, Great Torrington
- / Donna Weeks, St Mellion Estate
- / Harry Turner, Tydd St Giles
- / Harry Loakes, Flackwell Heath
- / Kavan Williamson, Spalding
- / Sean Needham, Dartmouth
- / Matthew Upton, Skegness

## APPRENTICE CORNER

BROUGHT TO YOU BY THE GREENKEEPERS TRAINING COMMITTEE

# WHAT ARE THE FEATURES OF A GOOD BUNKER?

They come in all shapes and sizes and some are quite literally world famous.

But is it possible to quantify what makes a 'good' bunker?

The experts at The GTC's learning materials tell us what greenkeepers should be aiming to achieve when maintaining or adjusting sand traps around the course.

### A good bunker:

- / Should have a smooth surface
- / Well drained
- / Stone free
- / Weed free
- / Well defined edges
- / Typically, around 100mm of sand in the bottom and 50mm of sand on the face of the bunker

The type of sand used in golf bunkers is critical to achieving the best results from a playability perspective. Select the sand based on the following characteristics:

- / Particle size between 0.025-1mm. There may be a need for a slightly larger particle size if the course is in a particularly windy location
- / pH 5.5-6.5 if possible as green side bunker sand will be 'splashed out' onto the greens
- / The range of particle size and particle shape should be controlled/selected to prevent inter-packing that could potentially lead to poor or slow drainage, but the sizes need to be stable underfoot

Many bunkers have sloping faces that have sand raked up onto the face of the bunker. These faces can sometimes be problematical when trying to keep sand up in the face, especially in windy or rainy conditions. This can be alleviated by checking the sand's angle of repose.

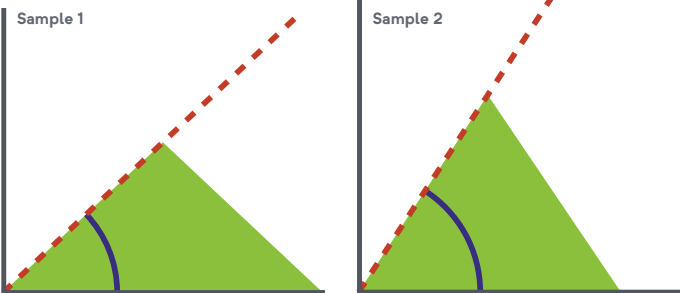
For any sand's particle size, range and shape, the sand will have a natural ability to lock and stabilise. This is the angle of repose and for most sands it is between 29 and 35 degrees.

To check the angle of repose, take an existing or proposed bunker sand and allow it to dry completely.

Once dry, pour the sand slowly onto a dry level surface and the sand will form a cone shaped pile (see the graphic to the left). The slope of the pile can be measured and this is the angle of repose.

When selecting sand or even constructing or reshaping new bunkers, this angle is important as it is the natural stable slope for the sand. If this sand is used in any bunker where the slope is greater than this natural angle, there may be issues with keeping sand on the face.

### Measuring the angle of repose



This information is taken from the GTC's Level 3 Learning Materials, available to purchase on the GTC website. The GTC produces Learning Materials to support apprentices with the knowledge required to achieve their qualifications. These materials are not exclusive to apprentices and are available to all golf clubs to help with best practice.



# Is your turf getting dew care and attention this winter?

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Disease infections in turf are highly dynamic, often with a mix of clean and infected plants across the surface

# Clean up for recovery



New UK research trials have proven the benefit of fungicides to help turf surfaces recover from disease attacks.

Sean Loakes, Syngenta turf technical manager UK & Ireland

**Turf disease control programmes have increasingly moved to preventative programmes in recent seasons – resulting in more consistent and higher quality playing surfaces.**

The focus on proactive preventative programmes has proven highly successful in minimising damage to greens. But when disease pressure proves just too high or influences outside of the greenkeeper's control

interfere with the strategy, disease outbreaks can occur. Now, results from two successive seasons trials at STRI in Yorkshire have shown how fungicide applications made when disease symptoms are rapidly rising can halt developing outbreaks and allow turf surface quality to recover. That has proven particularly important with the increasing incidence of summer anthracnose outbreaks.

When stress events, such as heat, drought, sunlight and nutrient deficiency, trigger disease to flare up in multiple small spots, it is essential to act fast to prevent it from becoming too advanced to control and impacting the putting surfaces. Timely fungicide application can help protect and ringfence clean plants, as well as curative action on infected leaves, before they show symptoms. This curative activity is essential to help the preventative elements of a fungicide treatment to work most effectively. With the protection of the fungicide in place, greenkeepers' actions to alleviate the stress factors that caused the anthracnose outbreak have the best chance of aiding recovery and preventing further issues. This approach has proven highly successful in the trials with

the Syngenta FR321 fungicide programme, utilising a tank mix combination of Heritage and Medallion TL, along with Ryder pigment. **High pressure trials** As with most golf courses across the country, the STRI trials site has been under high anthracnose risk in recent summer seasons, exacerbated by the site being managed to increase pressure and put fungicide programmes under extreme test. The trials have seen fungicide treatments applied when disease outbreaks had already reached levels of 5 to 10% surface area affected – a level of infection that would normally be considered unacceptable. Yet in 2021, for example, with an application of FR321 when disease had hit 5.3%, further development was

halted and, within 21 days, turf quality had fully recovered in good growing conditions. On the untreated areas disease quickly continued to develop to levels of around 10% of area affected (Figure 1). In the high disease pressure conditions and without the necessary ITM measures, symptoms started to reappear and build to around 5% – when a second application of FR321 again knocked back infection and allowed the turf to recover. A month later, another

cycle of anthracnose build-up in the high-pressure conditions revealed some symptom outbreaks, but a third treatment prevented further development and enabled recovery back to zero visible effects. Repeated in 2022, when extreme high temperatures and low rainfall created high anthracnose pressure, the combination of fungicide activities again proved highly effective in halting outbreaks developing and enabling turf to recover.

Figure 1





# 'EDUCATION MUST ALWAYS BE A PRIME MOVER IN THE FUTURE'

Dennis Mortram, winner of the BIGGA Outstanding Contribution of the Year Award 2022

**In May 1990, turf management lecturer Dennis Mortram wrote about his vision for the future of greenkeeper education.**

Dennis was a senior lecturer in turf management at Reaseheath College of Agriculture in Cheshire. He was involved in the formulations of Phase II and Phase III at the college and constructed the college course with students.

Last year he was presented with the Outstanding Contribution BIGGA Award in recognition of his lifetime of commitment to developing greenkeepers and raising standards of education for turf professionals.

With the BIGGA Awards and Continue to Learn returning at BTME this month, Dennis's words about the future of education, written 33 years ago, remain just as important today.

**We have seen over the past few months the publication of The R&A's The Way Forward and acknowledge many of the points made within this document.**

This has been followed up by several [England Golf Union] regional meetings

to discuss their particular involvement in the document. Perhaps it is time we greenkeepers began to look seriously at the way ahead for greenkeeping?

In reality you, the greenkeeper, must be the only employee at the golf club they cannot do without, yet how many of your members would recognise you shopping with your wife in Safeway on a Thursday evening? You are men and women of many talents.

You are skilled craftsmen who prepare a sward to ever-exacting standards 365 days a year; who apply chemicals under the increasing demands of [the Food and Environment Protection Act]; who understand soil behaviour and the interactions and antagonisms of fertilisers. You are skilled communicators, motivating staff often in the most appalling of weather; you plan; you budget and communicate with club officials, your own staff and other greenkeepers. You are superhuman engineers — how many of your members drive around in an A registered motor car while you still have to make do with a six-year-old triplex mower?

You are a prophet, having to aerate and fertilise and hope a dry spell doesn't follow, apply pesticides and hope it doesn't rain overnight, move holes in

“ We must begin to look and act collectively as professionals and improve our corporate image.



winter and hope the frost doesn't set in. 'Oh for a degree in foresight as everybody else has one in hindsight.'

Just over 12 months ago I did some market research on how our industry is perceived by others. I asked a number of people at random — on a train journey in fact — how they perceived the greenkeeper. I received the usual, 'mows grass', 'controls weeds', 'like gardeners'.

I then asked a similar question to a number of golf club members, people with no connection with the running of a club and who are just playing members. I received as answers, 'workers', 'staff', 'somebody to mow the greens and rake the bunkers' and incredibly 'somebody who disrupts our golf club!' On questioning that particular respondent, he meant regularly slitting and topdressing. There was clearly an obvious need for better communication.

## How do we perceive ourselves?

Hopefully we see ourselves as craftsmen, supervisors, managers and professionals. If that is not the case, we must begin to look and act collectively as professionals and improve our corporate image.

Education must be the prime mover.

Education helps people who can't think, reason, or deduce the solution to make reasoned decisions based on fact.

Education can help self-confidence, ensuring you are competent at land management, technical management and user management. Education leads to the power of confidence.

Education leads to respect. Respect is not given as a right but must be earned by your skill, by the quality of your workmanship, your charisma, honesty and integrity and dedication.

Education teaches tact and co-operation. Tact to deal with situations

confidently and firmly without prostituting your basic beliefs to the often wrongly held and inaccurate misconceptions of our lay employers.

In short, education is a shortcut to experience. Not success, but experience.

In this article I have hoped to prove that quality education is available and able to suit the demand of the industry.

In short:

- / Education improves motivation
- / Motivation means job satisfaction
- / Job satisfaction leads to productivity
- / Productivity reflects professionalism
- / Education is a short cut to experience.





**Join us for the BIGGA Awards 2023 to celebrate the achievements of BIGGA members throughout the year.**

**Tuesday 24 January 2023, 5.30pm. Main Auditorium, Harrogate Convention Centre**









A long carry over heathland

Once a heathland conservation tree felling licence was obtained at Sunningdale, the team

selected various locations around the site and began removing trees. The dense pine woodlands offered poor

“One thing you’ve got to consider is, is there going to be a viable seedbed? It costs a lot of money to bring excavators in here and start scraping, so I’m not about to ask the club to spend money if there’s no chance of heather. Hopefully, within two or three years we’ll start to see that regeneration but sometimes you must be extremely patient with it and there are areas where I’ve waited for five years and you can just start to see the seedlings coming through.”

Heather seeds can lay dormant in soil for up to 50 years, so the removal of the pine mulch and trees gives these the opportunity to begin growing.

“This is nothing to do with golf,” Jamie added. “This is purely to maintain the balance between woodland and heather. We want to help pollinators and improve biodiversity so we are always trying to balance all the different types of habitats and vegetation, so it’s constantly evolving and being managed.”

After the trees and stumps were removed, an excavator was called in to remove the pine mulch, which could be up to a foot thick in places with centuries of pine needles piling on top of each other and preventing anything else from growing through it.

For Ben, a golf course forms part of the wider landscape, creating a larger ‘Nature Recovery Network’ that supports the activities of wildlife reserves operated by the wildlife trusts. Any land manager, from the team at Sunningdale through to your everyday gardener, can play a role in providing habitat corridors that enable wildlife to move and populations to interact.



A wary deer in an out of play area

habitat for ground dwelling species, while it also blocked large amounts of sunlight through much of the year, making it difficult to maintain playing surfaces.

“You need an excavator operator who is very skilled, because you have to remove the pine mulch without disturbing the soil too much,” said Jamie. “If you take too much or not enough soil off, it might not work.”

just wildlife but also surrounding property. If managed correctly, fairways and greens create fuel breaks that stop or slow the spread of fires, giving the firefighters chance to put counter measures in place. Ben encourages greenkeepers to look at their course and consider where fuel breaks are in place. If a wildfire could tear across your site unhindered, where are the opportunities to put gaps in vegetation that would slow its spread?

“It’s important to go around your course and start thinking about how you can protect it hole by hole,” said Ben. “Where the fire can be stopped or slowed, it creates a defendable line that buys everybody time to put a plan together. For the fire services, property and life come first, so anything you can do to protect your landscape is going to help.”

**A combined threat to both wildlife and the prosperity of golf clubs is wildfires, which are increasing in severity due to the prolonged periods of drought the UK is experiencing due to the warming climate.**

In August 2020, a wildfire began in the vicinity of Sunningdale and quickly spread to Wentworth, where it caused the suspension of a Rose Ladies Series event.

In total, 83 hectares — including 30 hectares on the national nature reserve — were destroyed in the fire.

Often caused by arson but usually impossible to trace the culprit, wildfires cause tremendous damage to wildlife, with hundreds of thousands of valuable invertebrates and other slow-moving grounds dwellers perishing in the August 2020 fire.

When fighting fires, golf courses can again play a vital role in slowing their spread and protecting not

A third of Surrey’s wildlife species are extinct or in decline, while hedgehog populations have halved. Forty-one per cent of insects are threatened with extinction and these are all down to pollution, fragmented habitats and land management changes.

Dr Marie Athorn of the RSPB, who collaborates with The R&A, has estimated that over 60% of golf course land could be well managed for nature, while an England Golf and Greenergolf survey has indicated the average club could save £30,000 per year by having more sustainable, nature friendly practices.

The Sunningdale estate covers around 300 hectares (750 acres), but only half of that is golf course. The land includes a Site of Special Scientific Interest (SSSI) for rare heathland habitat, it is part of the Thames Basin Heaths Special Protection Area for EU protected heathland bird species and has worked with the Amphibian and Reptile Conservation Trust since 1987, reintroducing rare reptile species.

Jamie said: “There are mixed feelings among most of the membership on the subject of trees. But if you can communicate these thoughts and ideas in the right way, with the right data and the right information, members understand the benefits and tend to be supportive. The problems come when you’re not sharing your plans and the



Around half of the Sunningdale estate is not golf course



An area of heather damaged by wildfire

intended positive outcomes.

“Whenever we do this type of work, we go through quite a standard process, which can take a little time, but it’s so important because you must get the buy-in and members should feel comfortable and happy with your plans.

“Trees are a tricky one and I must admit we’ve had some interesting debates over the years at committee level, but generally they understand the importance of the heathland environment and what we’re trying to achieve alongside having two wonderful golf courses.”

Key to the continuing success at Sunningdale is the implementation of a management plan for the site,

explained Jamie, adding: “It’s really important to have these documents because it makes the whole system move forward all the time. If I was to leave tomorrow, the next person coming in would know what’s happened over the »

### GREENKEEPERS' TOOLBOX

#### Management team

- / Jamie Wilson, courses & estates manager
- / George Pitts MG, head greenkeeper, Old Course
- / Harry Cannon, head greenkeeper, New Course

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Ben Habgood of Surrey Wildlife Trust speaks to course walk attendees

last 30 years and we'd be able to continue what's being done using the policy document that we've created."

Across the site, heather areas have increased by about 40%. Key to the project is that the Sunningdale team hasn't been working alone and the collaboration with wildlife trusts and other conservation groups has allowed the experts on all sides to get on with what they're good at.

"Greenkeepers are already doing a great job," said Ben. "A golf course is a huge asset that is doing an incredible amount of work for your local ecosystem and it is the out of play areas, those scruffy edges that you don't know what to do with, that are the bits we're really interested in."

"The really good thing at Sunningdale is that you've got a landowner who is really switched on and they get

expert help in as well, so the greenkeepers can focus on the golf course and the experts can focus on the habitats.

"There are so many species out here, including the rare reptiles that are supported by the habitat management."

"You never want to get rid of everything and you want a mosaic. Sunningdale has exquisite lowland heathland habitat and it is all in the context of a golf course."

Ben is also keen to promote the financial aid that is available to golf clubs who are looking to undertake conservation work and habitat creation. By starting conversations with local wildlife groups, revenue streams can be opened that will support your golf club's ambitions.

"We're all connected in some way, you're not just sat on your own and isolated," said Ben. "These habitats all talk to each other and it's that complete cycle that we're looking for. We're giving wildlife an opportunity to jump from one to the other so if one disappeared for whatever reason, there are others to support it."

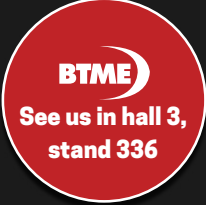
"If you know what's on your golf course, you can make informed decisions about the management that you deliver on your site. Just walking across here I heard a woodlark, a European protected species that was singing within a few feet of golfers. That's symbolic of how successful you can be, going from a nature reserve to a golf course and onwards."

### Understanding jargon

Here are some of the environmental designations and protections that you may come across when looking into habitat conservation around your golf club.

- / **Green Belts** are a buffer between towns and countryside. This is a planning tool to prevent urban sprawl by keeping land permanently open.
- / **Local Nature Reserves (LNR)** are for people and wildlife. They are places with wildlife or geological features that are of special interest locally.
- / **Sites of Nature Conservation Interest (SNCI)** contains features of substantive nature conservation value at a local level.
- / **National Nature Reserves (NNR)** were established to protect some of our most important habitats, species and geology and to provide 'outdoor laboratories' for research.
- / **Areas of Outstanding Natural Beauty (AONB)** protect the land to conserve and enhance its natural beauty.
- / **Sites of Special Scientific Interest (SSSI)** describe an area that's of particular interest to science due to the rare species it contains or even important geological or physiological features that may lie in its boundaries.
- / **Special Areas of Conservation (SAC)** are designated where they support internationally important habitats or species listed in the European Commission's Habitats Directive.
- / **Special Protection Areas (SPA)** have been identified as being of international importance for the breeding, feeding, wintering or the migration of rare and vulnerable species of birds found within the EU.
- / **RAMSAR land** is listed as a Wetland of International Importance a 1973 convention.
- / **Tree Preservation Orders (TPO)** are made by the local planning authority in England to protect specific trees.
- / **Archaeological protection** is given to scheduled ancient monuments (burial mounds, land management boundaries), historical features and historical and cultural landscapes.

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# BTME 2023



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**The golf industry is changing faster than ever with new rules, new technology and new challenges posed by the economy, our changing climate and countless other factors.**

The BIGGA Turf Management Exhibition (BTME) provides BIGGA members and the entire golf and sportsturf industries with the tools needed to overcome

any of the challenges they face, helping to inspire a strong and vibrant sport for generations to come.

BTME takes place from 24 to 26 January 2023 at the Harrogate Convention Centre in North Yorkshire. The trade show is hosted alongside the Continue to Learn education programme, taking place from 22 to 25 January and considered one of the most

informative and influential learning opportunities in amenity turf management.

Featuring more than 120 innovative exhibitors, alongside Harrogate's renowned hospitality and networking opportunities, BTME 2023 will see a welcome return to the reputation for socialising and professional development that has grown throughout

the exhibition's 34-year history. Registration for the event is free and can be completed online.

BIGGA CEO Jim Croxton said: "I'm delighted that BTME is returning this January. The events of the last three years have been extraordinary and it is incredible to think that this will be the first BTME taking place at its usual time since January 2020. But as life returns to something approaching normal, I can't recall an event in our industry that has had such anticipation building up to it. I'm excited about the wonderful programme of learning, exhibiting and networking that the BIGGA community has in store for it at BTME and Continue to Learn 2023 and I very much look forward to seeing our great industry gather in huge numbers in Harrogate."

As the show continues to develop and evolve, attendees to BTME will see some familiar exhibition spaces in use, further improving the visitor

experience. A new show layout has been designed for 2023 and this is available to view on the BIGGA website.

In the aftermath of COVID-19, the appreciation of networking opportunities has increased across the greenkeeping and sports turf industries. Although staff and budgets are stretched more than ever as pastimes such as golf experience unprecedented levels of popularity, there is also an increasing awareness that networking with colleagues and peers is a key way of improving working practices and discovering ways of adapting to the new challenges we face. Whether it be national events like BTME or regional events such as BIGGA Conferences and BIGGA's upcoming Regional Roadshows, there is a universal ambition to create a stronger, more vibrant industry.

Much of BTME will look to the future, with the Autonomous Machinery Demo Area focusing on the increasing role autonomous machinery will play on sports turf maintenance. Elsewhere, the Sustainability Zone will enable attendees to gather advice relating to ecology and biodiversity, water management, carbon capture and sequestration, sustainable agronomy and certification or recognition.

The opening evening of the show will also see the

return of BIGGA's free-to-attend welcome event, which celebrates all the finest achievements of BIGGA members from throughout the previous year. Held in the Harrogate Convention Centre's main auditorium, the BIGGA Welcome Celebration is a free event with a casual dress code, where the winners of the BIGGA Awards will be revealed and other achievers acknowledged for their commitment to the profession.

Alongside BTME, BIGGA operates the influential Continue to Learn, an education programme that features more than 250 hours of learning opportunities for sports turf professionals. With cost-free sessions and daily conferences featuring some of the most influential names in the industry, Continue to Learn plays a central role in the careers of countless BIGGA members and shapes the sports turf industry as we know it today.

Examples of the incredible programme of learning will be a session taking place on Tuesday 24 January at 8am, entitled The Agronomic and Greenkeeping Story of The 150th Open. This BTME Breakfast Session will take attendees behind last year's historic Open Championship. St Andrews' Director of Greenkeeping Sandy Reid will be joined by The R&A's Sustainable Agronomy Team for Championship Venues and the group will share their



**“It's really nice to be back in the real world again, it's great to see all the people and friendly faces you remember and that personal interaction once again is wonderful.”**

Jayne Leyland, Origin Amenity Solutions



experiences and learnings from the staging of such a momentous event. This event is free to attend for all visitors, with no need to book a ticket.

Head to the BTME website for a full list of exhibitors and for more information.



**“**They call BTME one of the most influential events in the golf calendar and with so many reasons to attend, it's easy to see why. With the latest products and innovations, plus turf professionals networking, sharing ideas and learning about the latest research and knowledge, BTME plays a massive role in shaping the future of the sports turf industry every year. This really is an event not to be missed, with Continue to Learn going from strength to strength every year and BTME just getting bigger and bigger, so we hope you'll join us.

Gareth Jones, Continue to Learn host

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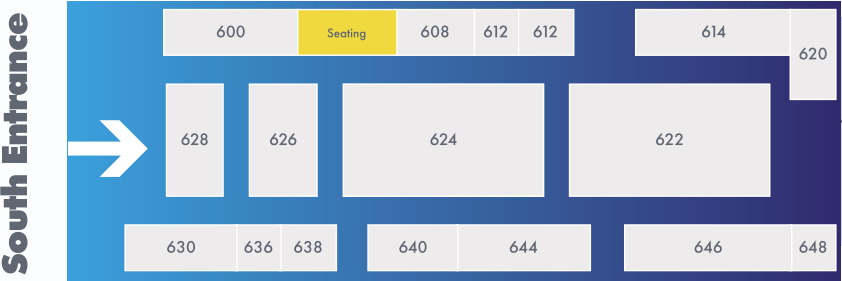
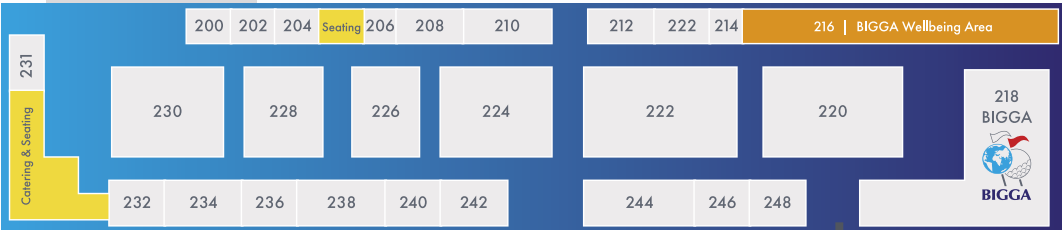
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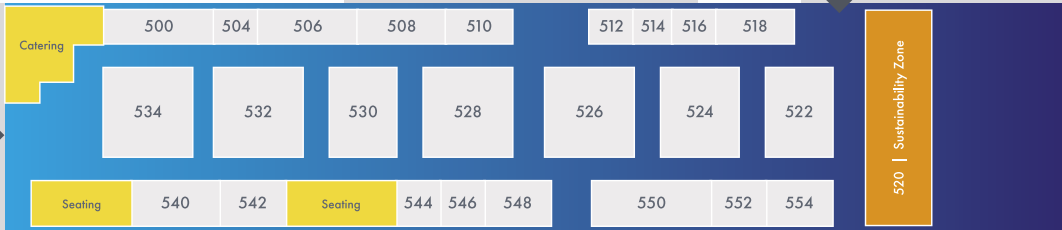
## HALL 1



## HALL 2



## HALL 6



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Rain Bird Europe .....	132
Redexim .....	532
Redlynch Leisure .....	420
Reelsharp Mobile Cylinder Sharpening .....	168
Reesink UK .....	622
Royal National Institute for Deaf People (RNID) .....	Wellbeing Area
Scotland's Rural College (SRUC) .....	Education Hub
Seminar Theatre .....	404
Shelton Sportsturf Drainage Ltd .....	212
Soil Biology .....	322
Soil Scout .....	546
Sports & Turf .....	148
Sports Chaplaincy UK .....	Wellbeing Area
Sports Metals .....	178
Sports Turf Data Solutions .....	302
Suffolk New College .....	Education Hub
Sustainability Zone .....	520
Sustane .....	170
Syngenta UK Ltd .....	226
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Talbot Sports Turf .....	246
Team Sprayers Ltd .....	518
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The Fairways Foundation .....	112
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BIGGA is thankful to the exhibitors who invest significant time and effort into attending BTME, where they can showcase the latest products and innovations to BIGGA members and the wider turf industry.

The list of exhibitors will continue growing right up until the week the show takes place, but with five out of the six halls already completely filled by a wide variety of influential companies and organisations, you can be certain of an action-packed show.

The updated list of exhibitors is available to view on the BTME website.





# WHAT'S HAPPENING AT BTME?



I brought over my assistant and head mechanic, who have never attended anything like this before. We're introducing them to other turf managers, getting them to see lots of different equipment and machinery, they're doing lots of education as well this week, it's absolutely fantastic.

Wendy O'Brien, Jurmala (now Beaverbrook)

## AUTONOMOUS MACHINERY DEMO AREA

Location: Hall 3

A growing number of exhibitors are exploring the opportunities presented by robotic and autonomous machinery and at BTME they'll be able to showcase the latest innovative technology.

With the changing availability of resources and staffing, autonomous machinery will play an important role in the maintenance of golf facilities moving forward and so this stands to be an exciting highlight of BTME.

## SUSTAINABILITY ZONE

Location: Hall 5

The Sustainability Zone will bring awareness to the important role sustainable and ecologically-sound practices play in the operation of a successful golf club. At its heart, sustainability is about creating golf

businesses that are not wasteful, that don't pollute and that don't have an excessive carbon footprint. Ultimately this will lead to golf businesses that cost less to operate but that maintain the high standards that golfers have come to expect.

There will be five key areas of interest on the stand: ecology and biodiversity; water management; carbon capture and sequestration; sustainable agronomy; and certification and recognition.

Joining BIGGA's ecology expert James Hutchinson in the Sustainability Zone will be leading names from the industry including the RSPB's Dr Marie Athorn, The R&A's Sustainable Agronomy Service team and representatives from England Golf and the Golf Environment Organization.

## BIGGA STAND

Location: Hall 2

The real heart of BTME, the BIGGA stand is where our team will be based throughout the show and where you can

come for help and advice on anything relating to your personal or professional development.

Chat to our regional team about getting involved with the association on a local level or sit down with a member of the Learning & Development team to learn about the exclusive career development opportunities available to BIGGA members.

You can have a chat about how you can optimise your BIGGA membership, renew or join the association, update your details, check out the career development area and have a swing on our golf simulator.

On the stand will also be several of our wellbeing partners, who are available every day to support BIGGA members through the challenges of everyday life.

They include men's mental health charity Andy's Man Club, the skin cancer prevention charity Skcin and Perennial, the charity supporting anyone who works in horticulture — including golf greenkeepers — and Sports Chaplaincy UK representatives.

SCAN THE QR CODE TO REGISTER FOR BTME 2023



# BTME: USEFUL INFORMATION



## GETTING HERE

Harrogate Convention Centre  
King's Road, Harrogate HG1 5LA  
**What3Words:** grew.camera.mull



## SHOW OPENING TIMES

Tuesday 24 & Wednesday 25 January:  
9am to 5pm  
Thursday 26 January: 9am to 2.30pm



## IF YOU NEED TO FIND ACCOMMODATION

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## WHO'S EXHIBITING AT BTME?

Scan the QR code to view our full list of exhibitors and the show map.



## COMING WITH A GROUP?

Register your entire group by scanning the QR code



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# WHAT'S ON?

## BIGGA ANNUAL GENERAL MEETING 2023

Main Auditorium,  
Harrogate Convention Centre  
3pm, Tuesday 24 January

All members of BIGGA are invited to attend the association's AGM, with full members entitled to vote on matters arising. A current membership card will need to be produced to gain entry.

## BIGGA WELCOME CELEBRATION 2023 WITH ORIGIN AMENITY SOLUTIONS

Main Auditorium,  
Harrogate Convention Centre  
5.30-6.45pm, Tuesday 24 January

BIGGA's free-to-attend welcome event will celebrate all the finest achievements of BIGGA members from throughout 2022. The Welcome Celebration is an opportunity to

celebrate everything that's good about the greenkeeping industry, which we know is key to growing a thriving sport for years to come. The Welcome Celebration is a free event and you don't need an invite — just show up and receive a complimentary welcome drink on arrival.

## BTME BREAKFAST SESSION: THE AGRONOMIC AND GREENKEEPING STORY OF THE 150TH OPEN

Main Auditorium,  
Harrogate Convention Centre  
8-9am, Tuesday 24 January

Join us for the BTME Breakfast Session and hear about the behind-the-scenes work that went into presenting the Old Course for The 150th Open at St Andrews. Director of Greenkeeping Sandy Reid will be joined by The R&A's Sustainable Agronomy Team for Championship Venues, Richard Windows and Adam Newton, and Head of

Sustainable Agronomy Alistair Beggs to share their experiences and learnings from the staging of such a momentous event. The Breakfast Session is free to attend for all visitors and there is no need to book a ticket.

## SYNGENTA EARLY BIRD RUN @ BTME

Ripon Road Entrance, Harrogate Convention Centre  
6.30-9am, Wednesday 25 January

A popular feature of the BIGGA Turf Management Exhibition is returning to the show, with attendees encouraged to get out of bed early in support of the BIGGA Greenkeepers Benevolent Fund. Everyone who takes part in the Early Bird Run will earn £10 from Syngenta for the greenkeepers' charity, along with a fantastic warm hat to add to the Hicure Run Club kit provided in previous years. Register here:



“I'm new to this industry, so it's great to see what people are doing across the UK and around the world and meet some phenomenal people.”

Christian Wienkamp, Sports Chaplaincy UK

### SUNDAY 22 JANUARY

/ 9am to 5pm: Continue to Learn

### MONDAY 23 JANUARY

/ 9.15am to 5.30pm: Continue to Learn

### TUESDAY 24 JANUARY

/ 8am: BTME Breakfast Session  
/ 9am to 5pm: BTME opening times  
/ 9am to 5pm: Continue to Learn  
/ 3pm: BIGGA AGM  
/ 5.30pm: BIGGA Welcome Celebration

### WEDNESDAY 25 JANUARY

/ 9am to 5pm: BTME opening times  
/ 9am to 5pm: Continue to Learn

### THURSDAY 26 JANUARY

/ 9am to 2.30pm: BTME opening times



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# A SHINING LIGHT

Meet Doug Spencer, Gemma Light and the team at Brokenhurst Manor

Laurence Pithie MG

Located in the heart of the New Forest National Park in Hampshire, Brokenhurst Manor is a real gem of a golf course.

Set within a mix of ancient woodland and grassland, the club was formed in 1915 when Harry Colt was invited to design a course that would encompass the land's natural features. Responsibility for maintaining the course today is Doug Spencer, ably assisted by Deputy Head Greenkeeper Gemma Light and six other greens staff members. On a wet morning, I met with Doug and Gemma to gain an insight

Location: Brockenhurst



into the work the team has completed over recent years.

## Introduction

There are an increasing number of women employed on UK golf courses, some of whom have management responsibility, and this is a trend that will hopefully continue. I was aware that this was Gemma's second stint at Brokenhurst and was intrigued to learn more about her background, career and thoughts for the future.

Gemma began: "Being local to the New Forest, I've always had a love of the outdoors. My father, who was a club member, encouraged me to play golf from the age of 10 and it wasn't long before I was hooked and became a junior member. I regularly helped my Nan look after her large garden, so by the time I left school I had gained an understanding of plants and was used to carrying out whatever work was required.

"Upon leaving school when 17, I gained employment

on a local caravan park, which included a nine-hole course. Here I learned grass cutting and other tasks involved with maintaining a fairly basic golf course, so I guess the seeds were sown, so to speak."

Two years later, in 2000, Gemma had the opportunity to work at Brokenhurst as an apprentice greenkeeper under the tutelage of Course Manager Ed Macabe. Within two years she had gained her NVQ level 2 in Sports Turf Management at Sparsholt College.

Having completed her apprenticeship, she continued as an assistant and by 2005 was conversant with most tasks and use of equipment.

"However, once married, family came along and since it was nigh impossible to find childcare at 5am, my time at Brokenhurst came to an end, at least for several years," said Gemma.

## Return journey

Gemma continued: "My three children kept me on my toes but I also had a strong



Gemma Light and Doug Spencer

desire to return to work, although greenkeeping was not a realistic option at the time. I started my own garden maintenance business in 2007, taking small steps at first when I could; gradually increasing my workload once all were at school."

Although combining motherhood and employment worked well, Gemma's long-term objective was a return to greenkeeping.

"Strange as it may seem, each time I drove past the 8th hole on the course, which you can see from the road, the desire to return grew ever stronger," she said. "That opportunity arose in 2016 when I contacted Doug, who at that time was deputy head greenkeeper and had been at Brokenhurst since 2002. I was fortunate that a vacancy existed and since I had five years of experience and knew

the course well, my wish came true."

## Career progression

I was intrigued to know why Gemma made that decision and how her career has progressed.

She said: "I have a love for greenkeeping and it was like a second homecoming, being appointed as a qualified assistant. I was familiar with the site and what was expected of me, plus I had security of income and no longer needed to chase up clients for payment.

"I also enjoy being part of a team as opposed to working solo in gardening and landscaping.

"Doug and the club have encouraged me to progress and in 2018 I gained my NVQ Level 3 via an online course."

Gemma has also acquired

various spraying qualifications, cross-cut chainsaw and small-fell certificates and more recently has added First Aid and mental health qualifications, which helped her gain promotion and take »

## GREENKEEPERS' TOOLBOX

### The Team

- / Douglas Spencer, head greenkeeper
- / Gemma Light, deputy head greenkeeper
- / Michael Gulliver, first assistant
- / Alfie Harper, greenkeeper
- / Seamus Perry, greenkeeper
- / Martin Jennings, groundsperson



Bracken cut and cleared and trees reduced





on the vacant deputy role in 2021, following Doug’s appointment as course manager.

Current role and achievements

With 11 years golf course experience and a good array of qualifications and certificates, I asked Gemma what her current role involves and to expand a little on work detail as we tour the course.

She said: “Firstly, I work closely with Doug, planning and organising work scheduling, both weekly and daily. Doug has given me responsibility for health and safety, machinery servicing and daily equipment checks, while we generally share admin work. This ranges from cost controls and ordering materials to nutrient input and labour data using the Ground2Control system.”

This ‘paperwork’ side of the role is considered essential as it ensures course management remains consistent and continuous, irrespective of who is on site.

Gemma added: “As far as tasks that are required, we all do whatever is necessary on a

daily basis and I was just out strimming ditches with other members of staff. One day I could be walk mowing tees, mowing roughs, raking bunkers or applying topdressing, no different from any other of our team. I’m not as good using a mini-excavator as Doug, but he has had more practice than me! I prefer doing more of the ground prep work and then bringing projects to completion, such as top soiling and turfing.

“I also enjoy the various woodland and environmental projects we implement to help promote a natural and sustainable golf course. It’s a nice balance to have working on such a great course and each day I can look back with job satisfaction.”

This winter the team will be draining the 13th green, a project Gemma is looking forward to. In terms of other achievements, she is also thankful for the support and encouragement she has received from the BIGGA community as part of her ongoing training.

She explained: “As well as attending the Future Turf Managers Initiative in 2020,

which I found inspiring, I have been fortunate to work as a volunteer for tournaments at Wentworth (BMW PGA), Gleneagles (Solheim Cup), Forest of Arden (European Masters) and Parkstone (Ladies Amateur Championship), which has given me an insight into course preparation at the highest level.

“Being part of a ‘girls’ team for the Solheim Cup was an experience I’ll never forget and the support we received from Craig Haldene and his team was superb.”

Thoughts and aspirations

In spite of light rain falling when touring the course, it became increasingly evident how much pride, knowledge and enthusiasm Gemma has as we discussed ongoing work programmes ranging from organic matter control and bent overseeding on greens, to water flow challenges and the importance of a network of ditches. Many examples were highlighted where work had been completed and what was planned this winter.

Gemma explained further: “One of our main challenges is that the course is largely

clay based and holes 2 to 4 are on a flood plain, therefore the removal of excess water is paramount for playability.

“We have tried various aeration techniques and timings to see what works best on the course and to some extent that applies to the greens as well.

“As part of our rolling five-year development plan, we have enlarged and re-levelled numerous tees, reconstructed bunkers and lined them with rubber crumb, installed more paths, improved ditch crossings and cleared large amounts of bracken to encourage a better balance of flora.”

Being a Colt-designed course that is over a century old, the course has remained largely as he intended. However, the quirky nature of mounds and banks around greens and tees mean that a lot of hand mowing and strimming is required, hence the need for eight staff in order to produce the consistent standard expected by the club’s membership.

Gemma added: “They are very supportive and understand the challenges we face, which makes for an

enjoyable environment in which to work. Since I play golf and have a handicap of nine, I have a good understanding of the course from a playing perspective. I just don’t play often enough, but that’s another story.”

On the subject of what lies ahead for Gemma in terms of her career, she explained: “This may come as a surprise, but I just love working here and with the people around me. I am lucky to work in a fabulous environment in the middle of the New Forest, which covers an area of 220 square miles. It’s also less than 10 miles from the south coast.

“Since volunteering for events, I am actively involved with other working ladies and we have our own Women in Golf WhatsApp group, which has around 80 members, although not all are in the UK or work on golf courses. We can talk openly about our work, the challenges we face, exchange ideas and discuss



anything else for that matter.

“This has been a great tool for communication and brings us closer together.

“With schooling at a critical stage for my children, I need to stay local for the time being, but I’m not averse to relocating in the future. I don’t like flying but there are many opportunities here in the UK.

“I also need to gain further qualifications, maybe more management based, while also gaining a digger licence. I just need Doug to allow me to renovate bunkers!

“Attending BTME has been beneficial and I will continue to enrol on other courses, while networking with other greenkeepers, male and female.”

Summary

The quality of course conditioning, attention to detail and presentation at Brokenhurst Manor is testimony to a good team effort. There is a positive vibe and my impressions are that this is a happy club, proud of

their course and its heritage.

Doug and Gemma work effectively as a team and help each other to achieve a high standard of work, while leading and encouraging others to do likewise.

Gemma is very positive about her role at Brokenhurst and her employment within a male-dominated industry.

She has witnessed a significant change for the better since she first started in 2000. During our course tour, I asked her if she had any advice for other women considering or just starting a career in golf course management. Her reply was that if you don’t mind the early starts, there are many opportunities to advance, travel, work in different environments and make friends.

“Don’t be afraid to give it a go and you will find there is genuine support and friendship,” she said. I could not have put it better myself.

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# Myerscough enlists Baroness and Kubota partnership to support student activities



Myerscough College is one of the oldest further education colleges in Lancashire, having been founded in 1894, and is one of the UK's largest and most prestigious land-based and sports colleges.

## THE NEW MYERSCOUGH COLLEGE FLEET INCLUDES:

- / GM2810 Rough Mower
- / LM2400 Fairway Mower
- / LM331 Tees and Surround Mower
- / LM315 Greens Mower
- / LX352 Cabbed tractor c/w front loader
- / RTV X110 Utility Vehicle
- / Baroness TDA1600 aerator
- / GKB SP230 Disc spreader
- / ZD1211 Zero Turn Mower

The college was looking to replace its old fleet of machinery with equipment that was up to the task of meeting the establishment's high demands.

Given the location of the college, in the north west of England, rainfall is an issue that has to be considered when purchasing machinery.

The ground is often wet for long periods throughout the year and regularly floods.

Head greenkeeper and course tutor David Leach explained: "There is no greater challenge for a mower than our grass, which is often very wet and includes areas of thick rye grass."

In addition, the team at Myerscough College wanted simple yet efficient machinery as their students learn their trade using them.

The college turned to machinery dealer GGM Groundscare, where the team worked closely together in securing the deal. Jack Fielding from GGM worked with David Leach and the college in identifying their

specific needs and demonstrating each machine before proposing the new fleet. Machinery needed to be efficient and simple to operate and maintain.

Andy Melville, commercial director at GGM, said: "It is our philosophy to carefully listen to each of our customers' specific needs and to work with them through their entire customer journey. We were delighted to be asked by Myerscough College to supply their new fleet and we look forward to a long-standing relationship."

The fleet purchased by Myerscough includes numerous machines for different tasks.

Head of Greenspace and Creative Design Alex McKelvie said: "Making such a large investment is a huge step for us, but we are thrilled with our new fleet. Both GGM and Baroness have been on hand every step of the way and we look forward to many years working together."

Baroness director Adam Butler is himself a former

Myerscough College student and said: "It was important to us that the machines were supplied at favourable terms to support the future of greenkeeping.

"It also fits in perfectly with our ongoing NVQ scholarship programme that we run through BIGGA.

"I studied at Myerscough and worked on various golf courses for many years, so I certainly appreciate and understand the hard work and commitment greenkeepers invest in their profession."

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# INFINICUT LEADING THE CHARGE FOR MORE SUSTAINABLE MAINTENANCE PRACTICE



**There are numerous reasons why course managers and golf clubs are considering changing their maintenance equipment over to battery power.**

High on the list is likely to be the reduced environmental impact or perhaps it's a need to reduce noise in certain areas of the course or, most recently, the impact of the surge in fuel costs. It could also be as simple as the battery alternative outperforming the existing internal combustion engine (ICE) machine.

We're all accustomed to using ICE powered equipment. Everything from hedge cutters to tractors have all traditionally been powered by an engine when used in a commercial environment, the main reason being that petrol is over 100 times more energy dense compared to the best lithium battery — lithium energy density is in the region of 100–265Wh/kg compared to 12,700Wh/kg for petrol by mass.

Governments throughout the world are trying hard to make cleaner energy sources more viable to encourage the replacement of ICE equipment with battery-powered variants, with lithium seen as one of the best alternatives,

helping reduce greenhouse gas emissions. It is therefore unsurprising to see that more of our maintenance equipment is going to be powered by some form of lithium battery.

At present, the use of all electric-driven golf course maintenance

equipment is limited by the specific power requirement of the individual task. Put simply, the bigger the energy requirement of the application, the less suited it is to being battery powered. Pedestrian mowers and triplex mowers are well suited to lithium power because

of their low power consumption relative to their duty cycle requirement. We are also starting to see lithium powered light fairway mowers without too much compromise on duty cycle (circa nine fairways per charge), but anything requiring more energy over a similar duty cycle period becomes tricky, both in terms of weight and cost.

Aside from the initial purchase cost, there should be no compromise in performance when using a lithium powered pedestrian or triplex mower compared to ICE version mowers. In fact, if designed correctly, there should be plenty of advantages. The obvious benefits are related to noise, fuel savings, operator comfort and reduced need for maintenance together with also doing your bit for the local environment. Using the latest technology and 'next-generation' equipment can also set the standard for the team, perhaps enticing important young blood into the industry.

Using battery as the power source can also permit the integration of features that would otherwise be difficult to include with traditional ICE mowers. Motor rotational speed, motor direction,

constant motor velocity, wider torque band and more communication options can make for a better all round performing mower, when these aspects are integrated with good mechanical design. As an example, the Infinicut range of mowers has successfully integrated wireless Bluetooth technology, enabling programming of the mower via a smart phone. Features that would be almost impossible to integrate with a regular mower can be individually tailored on the Infinicut including optimal clip rate at different walking speeds, acceleration rates, fleet management and tailored braking re-gen for improved operator comfort.

Different battery pack sizes can also be selected to suit the duty cycle required, with Infinicut battery packs detachable and interchangeable between mowers.

With all the benefits on offer with well-designed lithium powered mowers, the conclusion many quickly reach is that these machines will be cost prohibitive, but not so. When you factor in both the savings on fuel and maintenance over a five-year period, costs are comparable to regular petrol-powered equivalents. In

essence, with battery-power you are purchasing 'fuel' up-front — with savings amortised over the lifecycle of the mower.

Lithium batteries tend to account for a large percentage of a mowers overall cost and therefore the initial capital outlay can be significant. As an industry first, Infinicut mowers can now be purchased separately from the battery, with the battery being hired over a chosen time period. This negates the need to purchase the fuel source up front, resulting in a much lower initial capital purchase price.

As an industry, we are aware of our role in preserving and promoting an environmentally responsible status so, together with advancements in battery technology, lithium will likely continue to prevail as the preferred fuel choice for years to come. Working closely with turf managers means we as manufacturers can provide not only the tools that keep pace with the demand for ever-cleaner practice, but delivered in the most appropriate way to the market.



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**INFINICUT**



# 7 STEPS TO A SUCCESSFUL SPRING RENOVATION

Working in partnership with



As soon as the calendar flips from last year to new, thoughts turn to the new playing season ahead – with preparations for most starting with a spring-time renovation.

With the turf subjected to extended periods of moisture, frost and sometimes snow, greenkeepers will be looking to kickstart recovery and repair any disease scarred, weak or exposed swards. GKB Machines looks at the seven steps to optimising the results from your renovation.

## STEP 1

Firstly, don't be tempted to start operations too early. While windows for renovation may be dictated by resources or play schedules, the best way to ensure the works are as successful as possible is to wait for mother nature to give your team a helping hand. For good recovery, ideally you want to be achieving consistent soil temperatures of 10 degrees or above. Bear in mind that different soils will hold temperature differently — a sandy base warms up faster than clay profiles, which will stay colder for longer.



GKB VCollector

## STEP 2

Next, assess the surfaces for thatch. For most courses, thatch content of around 5–7% is considered 'ideal' in the top 20mm of the surface. If, over the winter months, organic matter has accumulated, look at utilising hollow coring or scarification with a unit such as the GKB VStrong or VCollector, to remove this layer and facilitate that all-important soil contact when seed is sown later in the process. If organic matter removal is not required, aerating with a pedestrian or tractor-mounted unit like the GKB Deep Tine Aerator, could still be employed to create a seedbed, and provide space in the rootzone for new roots and shoots to grow.

## STEP 3

Fill any holes or slits created from the previous step with topdressing. Not only will the application of sand level the surface, it will also help to further dilute any remaining organic matter accumulations and promote an aerobic rootzone. For time-pressed teams, steps two and three can be combined with a pass of the GKB Sandfiller. The Sandfiller scarifies the surface down to depths of up to 40mm, removing organic matter and creating channels that are simultaneously filled with sand or a combination of sand and seed — maximising efficiency and improving permeability and ground firmness in one pass.

## STEP 4

The next stage is to confirm your seed selection. Establish what you're trying to achieve and choose varieties based on what is right for your course, ground and soil conditions. Again, depending on the time of year, certain species will be suited to seeding work in the spring — particularly fescues, which are tolerant of cooler conditions whereas bents will tend to perform better in the warmer months of July and August.

## STEP 5

The variety of seed being sown will also determine the optimal method for application. Fescues have an ideal sowing depth of 10–20mm whereas, as a smaller seed with lower energy reserves, bents are best sown into just rootzone contact. If seed is being broadcast onto a surface, it should then be manually brushed to work the seed into the surface and not left to feed the birds! The GKB Combiseeder is a versatile dimple seeder, featuring the tried and trusted combination of two spiked rollers and two brushes which create the optimal number of holes in the ground, allowing for accurate seed distribution and facilitating the ideal conditions for germination.



GKB Combiseeder

**BTME**  
See us in hall 6,  
stand 644

## STEP 6

Germination is easy (in principle!), the establishment is the hard part — and where turf husbandry will ultimately determine the overall success of the renovation works. Once the seed has germinated, applications of nutrition and moisture will likely be crucial to getting the plants to 3rd leaf stage, depending on the climatic conditions. Keep the seedbed damp with light, frequent waterings and exercise caution with applications of granular or liquid fertilisers to prevent scorching, dehydration or damage to the plant. Be mindful of conducting any invasive mechanical operations or anything that could stress the plant until it is strong enough to tolerate the wear.

## STEP 7

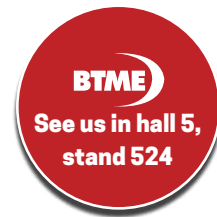
Once the new seedlings are well blended with the existing sward then the last thing to do is sit back and admire the fruits of your labour. Management programmes can then return to normal for the time of year, to retain the qualities of your renovated, healthy surface — fit and ready for the season ahead.



GKB Sandfiller



# Wiedenmann Terra Float Air



## A Wiedenmann Terra Float Air pneumatic overseeder brings endless possibilities to go 'little' and 'often'.

With rates as low as 1g per m<sup>2</sup>, the Air offers class-leading features at every stage of the overseeding process. Regardless of the type of seed, the Air's set up time is minimal, so takes full advantage of any 'window of opportunity'. Fast, accurate and efficient, when not in use for seeding, it doubles as a proficient surface conditioner down to 65mm. For more details [www.wiedenmann.co.uk](http://www.wiedenmann.co.uk) or contact your local Wiedenmann UK dealer 0141 814 3366.



An on-board computer makes operation easy and stores data



Working depth is selected for the perfect seed pot



Because seed is air blown, overseeding can still go ahead in damp conditions.

The base unit aerates or loosens soil to 30mm using either 5mm or 8mm spike, cone or star tools with up to 1500 holes/m<sup>2</sup>.

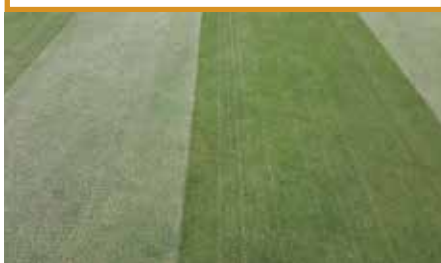


Multiple dosing options are available for every seed type, including soft-touch dosing sleeves for coated seed.

The seed-dosing sleeves and fan use electric-drive. Seeds are delivered pneumatically onto deflector plates, which direct them into the seed pots.



Floating brushes and rollers incorporate dressing and seed into holes delivering a smooth surface. Left, top-dressed and still to be seeded, right, a completed pass

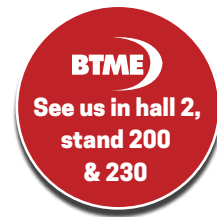


Working in partnership with



# Dew Dispersal – All you need to know

Peter Corbett, Origin Amenity Solutions



## What is dew?

Dew is formed when surface temperature of turf and air falls. When the foliage becomes cool enough, the air around the object will also cool. Colder air is less able to hold water vapour than warm air. This forces water vapour in the air around cooling objects to condense and to form droplets on the turf, hence the formation of dew.

Dew must not be confused with guttation, which is produced directly by turf when it exudes vascular sap from the xylem. During the night grass does not transpire so the stomata are closed but during periods of high soil moisture water enters the roots, creating root pressure that forces water up the plant and out via specialist pores known as hydathodes. This creates droplets on leaves that can be confused with dew.

## Why reduce dew?

Remember the classic disease triangle or pyramid? The concept of the host-pathogen-environment interaction has been known in plant pathology since the 1840s. Disease modelling is not a new concept, being discovered nearly 200 years ago, and we are still working out the complexity to produce accurate prediction models.

## Background

Dew and guttation removal has been shown to reduce disease levels for many foliar diseases, such as microdochium and dollar spot in a wide range of trials and in commercial practice. Removal of these droplets is now included as a critical element of any integrated pest management (IPM) systems and with the loss of curative synthetic fungicides it is an important component in any good practice fungicide programme.

## How to remove or reduce dew and guttation



The properties of water are a result of its chemical structure and surface tension. It is this surface tension that creates droplets, such as dew, guttation or frost.

### Physical removal by disturbance

– water or guttation drops can be disturbed breaking down the surface tension to remove them from the leaf surface.

This is very effective but dew or guttation can reform very quickly if suitable conditions prevail. It is also time consuming. Your options are:

- / Manual or mechanical switching using brush, roller or rope
- / Use of GPS autonomous robots, which is being trialled by OAS. This technique is very cost effective and can be timed to occur at optimum timing for removal.

### Chemical Prevention – reduction of surface tension

To break down the surface tension of water, we can either add surfactants to water or transform the leaf surface with surfactants to breakdown surface tension. This causes droplets to collapse,

consolidate and fall to the soil leaving the leaf dry. This creates an environment less favourable to development of foliar diseases.

## Chemical surfactants

There are a wide range of molecules that break down water surface tension. To be an effective dew or guttation dispersal agent, the molecules require certain characteristics:

- / When carried in water, such as a spray, have the ability to stick to leaf surface and dry. Once on the surface of the grass, have the physiochemical ability to breakdown surface tension. Ideally the molecules need to be photostable and persist in an active form for two to four weeks.
- / To get best result all dew dispersal products need to be applied:
  - / Evenly using a suitable droplet spectrum for the target leaf
  - / To a dry leaf which has not been treated by any other surfactant product for at least five days

There are many dew dispersants (surfactants) available on the market. Origin Amenity Solutions has two specific products for this use containing different active ingredients, Dewcure and Dew T.

The company also has a penetrant product that provides dew suppression in most situations, called Penetr8-R.

## Continue the Conversation

For more information or advice on dew management products, contact Origin Amenity Solutions on 0800 138 7222 or email [sales@originamenity.com](mailto:sales@originamenity.com)

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# INDUSTRY NEWS

## Industry mourns PGA's Sandy

**BIGGA was saddened to hear of the death of Sandy Jones, long-time chief executive of the Professional Golfers' Association.**

Sandy, a talented golfer in his own right, joined the staff of the PGA in 1980, becoming chief executive in 1991 and holding the position for over 25 years. In that time he was instrumental in the growth of the PGA and also played a key role in the modernisation and development of the Ryder Cup. He always took an international approach and was proud of the growth and success of the PGA's of Europe and the instigation of the PGA World Alliance.

Always popular as a public



speaker. Sandy retired from the PGA in 2017 but remained active in his support of the Golf Foundation, a cause very close to his heart.

BIGGA's chief executive officer, Jim Croxton, worked for the PGA for a number of years prior to joining BIGGA and paid the following tribute: "Sandy was an incredibly

charismatic and visionary leader, it was a privilege to work for and with him for the 16 years I spent at the PGA.

"His achievements, particularly in terms of the PGA's involvement in the Ryder Cup and in driving the PGA's brand and appreciation of its members globally, were extraordinary. A key part of his success was the stability provided by his long-term working relationship with PGA Chairman Philip Weaver, who also sadly passed away earlier in 2022. It is a tragedy to have lost two such figureheads in a matter of months.

"While operating at an extremely high level, Sandy always retained an affinity

with those who work at the coalface of golf. Even when I was the most junior member of staff in the whole team, Sandy was always approachable and keen to talk about golf. In 2006 Sandy was the prime mover in the formation of the Golf Club Management Partnership, an agreement between the PGA, BIGGA and the GCMA to promote the importance of the golf club workforce to the success of the sport.

"On taking my role at BIGGA, I always felt we had a strong ally in Sandy. He was well-known to greenkeepers and believed firmly in their value to the golf industry.

"May I offer heartfelt condolences to his wife Christine and all his many friends around the world."

## Revealing golf's hidden women

**A documentary from film maker Sandra ML Mesrine and industry expert Nicole Wheatley has examined the hidden histories and untold stories of women in golf.**

Uncovering the Story of Women's Golf - Breaking with Tradition, premiered on Sky Golf on Monday 12 December and showcased the reality of the golf industry from the perspective of female Tour professionals, amateur golfers and greenkeepers, including BIGGA National Board member Lucy Sellick.

"More than 60 men and women shared their insight and personal experiences of golf," said Nicole. "We examine the impact that golf's heritage continues to have on golf and look at how the industry, governing bodies and golfers are shaping the future of golf."

## Sustainable Golf in awards win



**A major multi-stakeholder project in golf, coordinated by the GEO Foundation for Sustainable Golf, won the first ever Sustainability in Scottish Golf Award in Edinburgh on 7 December.**

The award was presented

in recognition of the environmental and social impact of Scotland's incredible summer of golf.

During 2022, elite golf tournaments were hosted at St Andrews Links, Carnoustie, Muirfield, Gleneagles,

Dundonald Links, Fairmont St Andrews, Kingsbarns and Renaissance Club.

Each event made comprehensive efforts to integrate sustainability and climate action, showcasing golf's relationship with nature and the responsible management of these links in improving habitats and ecosystems.

Jonathan Smith, executive director of GEO Foundation for Sustainable Golf, said: "On behalf of a truly collaborative effort across golf, we are extremely proud to receive the Sustainability in Scottish Sport Award. It is testament to the drive and ambition from so many people across golf in Scotland to build a better future for people and the planet. We are sure Scotland's leadership in sustainability will be an inspirational example in golf and beyond."

## RECRUITMENT MEET THE MANAGERS:

# GEORGE PITTS MG

Deputy courses & estates manager, Old Course | Sunningdale



**Career progression is never an exact science and we all take different routes through our careers. This month the head greenkeeper of Sunningdale's Old Course, George Pitts MG, discusses his career. By sharing his story, we hope you'll pick up some tips to help you as you look to take the next step in your own professional journey.**

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

**George Pitts MG:** Build your network and embrace any opportunity to develop and learn. Make as many contacts as you can as you never know when you may need some advice from them.

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

**GP:** Attend as many educational opportunities as possible; learn new skills; put yourself outside of your comfort zone; and build your network of industry peers.

**Phil Helmn MG:** Great advice as all great managers have taken risks and pushed themselves in their careers at some point. The drive to try new things and test yourself is one of the stand out characteristics of a great leader.

**Was there a career setback you faced which you later realised was an advantage?**

**GP:** I was made redundant from a deputy role, so I moved into education as programme manager for sports turf at Cannington College. I learnt so many new skills and my communication and interpersonal skills improved considerably.

**What would you do differently if you could go back in time?**



**GP:** I wished I had worked abroad for a longer period. Ours is one of the few industries where you can do this.

**What books should I be reading?**

**GP:** Two books that have helped me are Seven Habits of Highly Effective People by Stephen Covey, which has helped me become more effective and efficient as a manager and generally as a person. The other is The Chimp Paradox by Steve Peters, which really helped me understand how to manage and control my emotions.

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

**GP:** I have two! "Start with the end in mind" and "The more you learn, the luckier you get".

**PH:** I like the first one George! Great leaders can usually see (or are prepared) for all eventualities. See the end picture and you will have a greater chance of it happening!

**What did you study?**

**GP:** I studied a Golf Course Management HND full time and then worked my way up through the ranks. I held two deputy positions before

becoming course manager at Yelverton and then moved to Sunningdale.

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

**GP:** Both! Education was key to giving me the foundation to build my career and the more you experience, the more you learn and the better you become.

**What skills have you found vital to your job?**

**GP:** Leading from within. Setting the pace. Communicating with respect.

**PH:** Very true George, all great leaders can deliver clear and respectful communication. Understanding the team's journey and setting the speed of the journey is key to success.



**Article by Phil Helmn MG.**  
Connect with Phil  
[@HelmPhil](https://twitter.com/HelmPhil)



## ISEKI UK





1984

# HISTORY OF GREENKEEPERS' ASSOCIATIONS

1984

A meeting was held at Haggs Castle in Glasgow between the Scottish & International Golf Greenkeepers Association (SIGGA), the British Golf Greenkeepers Association (BGGGA) and the English and International Golf Greenkeepers Association (EIGGA) to discuss the possibility of amalgamating the three associations.

The meeting was noted as being 'constructive and harmonious'.

A second meeting was held in April at Heworth Golf Club in York.

These meetings were the first of many that took place over the next three years on the subject of amalgamation, which eventually led to the formation of BIGGA in 1987.

One of the interesting proposals that came from one of these meetings was that the name of the new association should be the British and International Federation of Golf Greenkeepers Associations (BIFGGA). And you thought BIGGA was a mouthful!

At The Open this year, for the first time SIGGA was responsible for raking bunkers and The R&A provided a tent in the tented village for the use of greenkeepers. The event was held at St Andrews and again Walter Woods was the driving force in making this possible.

Pictured in the St Andrews maintenance yard are assistant links supervisor John Philp, who went on to such acclaim at Carnoustie, assistant engineer Walter Woods Jnr and links supervisor Walter Woods



Greenkeeper associations have been supplying support teams to The Open ever since.

Further south and a conference was held in Cambridge called Golf 84 and SIGGA had four speakers involved, with Chris Kennedy, Jimmy Kidd, Alan McDougall and Walter Woods presenting papers to the attendees.

For second year running, Marshall Concessionaires ran a tournament for members of the BGGGA and SIGGA. The winner was Mike Jones from Ingo Golf Club in Wales, who won a trip to America. The previous year the prize of a trip to the GCSAA show had been won by Paul Pearse, from the North West Section.



## Word Search

M	A	G	I	C	A	L	C	A	P	A	B	L	E
A	A	L	O	R	E	R	D						
M	A	T	R	I	M	O	N	Y	R	E	I		
M	E	M	S	S	S	P	E	C	T				
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T	G	E	A	M	A	T	E	U	R				
H	O	W	L	R	E	A	L	D	N				
P	Y	A	K	P	F	E	E	D					
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O	N	R	P	L	E	A	S	E	S	Q			
S	A	V	I	O	U	R	X	P	P	U			
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I	R	C	S	E	O	C	S						
P	I	T	C	H	E	S	L	E	N	I	E	N	T

## Sum Circle

21 + 6 = 27,  
27 — 11 = 16,  
16 x 5 = 80.

## Letter Tracker

Daffodil, Tulip, Geranium,  
Orchid, Lily, Jasmine, Mistletoe,  
Crocus, Pimpernel, Hyacinth,  
Petunia, Lavender, Iris,  
Primrose, Marigold.

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