

RECOMMENDED MINIMUM SALARY/WAGES SCALE

The Association has updated its recommended minimum salary/wages scale, although actual figures remain the subject of negotiation between the Golf Club and Greenkeeping staff. The quoted rates apply from 1st January, 1991.

	18 HOLES	27 HOLES	36 HOLES
Course Manager/Head Greenkeeper	£16,490 p.a.	£17,980 p.a.	£20,120 p.a.
Deputy Course Manager/Deputy Head Greenkeeper	£11,875 p.a.	£12,940 p.a.	£14,480 p.a.
First Assistant	£197.10 p.w.	£197.10 p.w.	£197.10 p.w.
Assistant Greenkeeper	£184.90 p.w.	£184.90 p.w.	£184.90 p.w.
Apprentice Greenkeeper	Age 16/17 - £92.45 p.w.	Age 20 - £161.80 p.w.	
All Courses	Age 18 - £115.60 p.w.	Age 21+ - £184.90 p.w.	
	Age 19 - £138.70 p.w.		

N.B. Where appropriate these rates should be increased to reflect Regional variations up to a maximum of 24% in the South East Region

The First Assistant is a post designed to recognise a third-in-charge where appropriate to the size of the Club. In cases where the First Assistant is the recognised Deputy, the appropriate Deputy Course Manager/Deputy Head Greenkeeper salary scale should apply.

N.B. Staff in possession of recognised qualifications should have this reflected in an addition to basic salary.

Basic conditions of employment should include:-

- 1 Where accommodation is provided by the Club, it should be rent free with heating/lighting costs borne by the Club. The Club should compensate for Poll Tax Liability.
- 2 Where accommodation is not provided by the Club, a suitable remuneration in addition to the above salary should be paid.
- 3 40 hour week.
- 4 Retirement Pension Scheme.
- 5 Telephone costs on Club business.
- 6 Mileage allowance.
- 7 Time off to attend lectures, demonstrations, BIGGA functions and tournaments.
- 8 If not salaried, basic overtime to be paid at time and a half, with double time on Sundays and Statutory Holidays.

Membership details are available from:- The Executive Director, BIGGA, Aldwark Manor, Aldwark, Alne, York, North Yorkshire YO6 2NF. Telephone 03473 581/2, Fax 03473 8864.

MEMBERSHIP SUBSCRIPTIONS 1991

GREAT BRITAIN AND IRELAND

Course Manager/Head Greenkeeper.....	£40.00
Deputy Course Manager/Deputy Head Greenkeeper.....	£37.00
* First Assistant/Assistant Greenkeeper	£34.00
20 Years of Age or Under	£22.00
Associate/Company.....	£40.00 (includes 1 year's subscription to 'Greenkeeper International')
Associate.....	£18.00 (without magazine)
Corporate	£500.00 maximum

With the exception of Associate members paying £18 all members as part of their membership packages will receive 'Greenkeeper International' magazine monthly. All new members will receive an Association tie.

Lady members joining the £18 Associate category will receive a headscarf and stickpin as part of their membership package.

Corporate members additionally will receive an annual plaque in recognition of their support of BIGGA and the greenkeeping profession.

INTERNATIONAL

All Greenkeeping Staff£48.00

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- Ransomes MK13 Gangs set of 5 Magna (choice)
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- Ransomes H/D 3 floating heads
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Going green on the greens

For the second year running greenkeepers have had more than their share of problems, be they on modest nine-hole courses or those that stage international events. The second year of drought has put immeasurable pressure on the greenkeeper, who is still expected by the committee to maintain good quality playing areas.

Droughts, of course, present major problems and these past years have almost equalled those experienced in 1976. What the greenkeeper certainly does not need is problems with machinery, though economic pressures may be upon him to curtail costs. Expenditure on, say, a new greens machine will probably cost somewhere in excess of £1,200 and he may experience difficulty in getting authority for such a purchase.

Thus he is faced with the need to ensure his existing machinery is in tip-top order so that greens can be up to the standards expected by every player.

His problems do not end there, for the cost of maintaining professional equipment, which demand specialised skills, is heavy. Current rates are in the region of £25 an hour which, adding the cost of spares, may see a cost in excess of £200 for a complete overhaul or rebuild of an existing engine.

It is worthwhile studying the economics of such a move at this stage for two reasons:

- 1) In such a rebuild the existing ignition and fuel systems are unlikely to be replaced and in the case of the ignition system it could probably be the old style of contact breaker point magneto assembly, with its need for regular maintenance.
- 2) It is also likely the engine was designed to run on four star petrol and would be of a side-valve design, both of which contribute to higher running costs.

The greenkeeper should therefore seriously consider the advantages of fitting a modern O.H.V. engine which can offer a number of immediate benefits, not least one of a full manufacturers warranty covering the complete unit for probably a full 12 months or even longer. Let us therefore study the benefits of modern technology which the greenkeeper can find in any of the modern breed of general engines now offered at a price often less than the cost of a rebuild.

In a survey carried out some years ago over 80% of users demanded, as the most important feature, ease of starting. Modern design can provide this in several ways:

- a) Automatic decompression – which means the most gentle pull on a recoil starter will bring the engine to life.
- b) Transistorised ignition systems which produce a much fatter spark at the plug. Even if a plug is fouled

through dubious fuel having been inadvertently put in, the engine will start without hesitation.

c) The electronic ignition is maintenance free, with no contact breaker points to check, adjust or replace.

The high reliability factor of these new systems enables many manufacturers to offer extended guarantees against failure.

All leading engines manufacturers now produce O.H.V. design engines for greenkeeping machines. The O.H.V. engine generally uses anything up to 30% less fuel than a side valve unit, by virtue of a more efficient design. A simple calculation will show how much fuel is used in a year and the savings thus generated. The second saving is that modern O.H.V.

engines are designed specifically to run on unleaded fuel and immediately one has a substantial saving per gallon used. In a year some courses could easily save the cost of an engine installation.

An important environmental factor is the lower noise level of modern machines. These have had to be produced by the makers in order to meet EEC power noise regulations, a factor now also covered by health and safety regulations whereby the operator must not be subjected to excessive noise levels.

With few exceptions most professional machines in use will have similar mounting details, making engines interchangeable. The new breed of

engines were originally inspired by the Japanese but now all leading companies making engines for greenkeeping machines produce them to the specifications outlined. These include aluminium engines with sleeved bores, hard chromed piston rings, full journal bearings, inlet and exhaust valves of very high quality steel and on the whole a very compact design, but with a much improved power to weight ratio. It is a fact that machines fitted with modern replacement units invoke a reaction from the user that the machine 'performs better than new'.

To summarise, the greenkeeper can expect to achieve advantages in performance by saving fuel, together with a machine that starts easier and runs quieter. He will experience lower exhaust emissions because he is using less (unleaded) fuel. He can expect better performance for less effort and above all will have greater reliability, for these units are essentially long-life.

Most leading manufacturers offering engines also offer advice regarding interchangeability, either direct or through their dealer networks.

Finally, the greenkeeper, who is so much a down-to-earth person with an awareness of mother earth, will know he is using a product that is environmentally friendly by design.

KEN POOLE studies the economics of replacement engines for greens machines and concludes that for reliability and peace of mind, investment could be well worthwhile



The Suzuki V120 3.8hp OHV unit, RRP £229+VAT, is typical of the breed of modern engines



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THE OTHER SIDE OF THE GREEN

Mr Lidwell (not his real name) is the green chairman at a busy course in the Midlands. That he is a serious 'thinking man' became immediately apparent when he first told us of his involvement and of how he had committed his thoughts, words and deeds to paper. In our quest for greater understanding and harmony between club employee and club official, we shall be publishing his papers as a series of articles. In this, his first, we learn of his introduction to committee life.

Golf club members offer to serve on committees for several reasons. Some aspire to be captain for the social standing that they believe goes with the job. Some see themselves as avenging angels who, by their very presence and power of argument, will be able to transform greens, tees and fairways to such an immaculate standard that county players will trill with delight and demand that it becomes the focal point of the county representative games. Fortunately, by far the greatest majority offer to serve because they want to put something back into the game. Whilst most members offer a silent 'thank you' to those who volunteer to give time to serve on the committee few could name or identify their representatives.

Some years ago I was invited to make up a four ball by three senior members of my own club. We drew for partners and fixed a small wager on the result. It was after eight holes, when my partners and I were three up, that the more senior of the other team made his first tactical move. He claimed I was playing far too well for my handicap and he would have to report me to the chairman of handicaps. My partner smiled and went on the offensive by advising our venerable opponent that this young fellow (age is relative) was the very chairman that he would be looking for.

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THE OTHER SIDE OF THE GREEN

Later, after serving on both house and handicapping committees the captain asked me if I would accept the job of green chairman. My jaw dropped a little and I stared at him. Although an honour, it was a surprise. 'Will I what, and why me?' These were the first questions that came to mind. He reminded me that I was a retired manager and had both skills and time in which to do the job. With a knowing look he went on to explain that the present chairman would not be standing again as he was required to devote more time with his wife and family. In my eagerness to please I failed to recognise the significance of this statement, although I did, many times, later on.

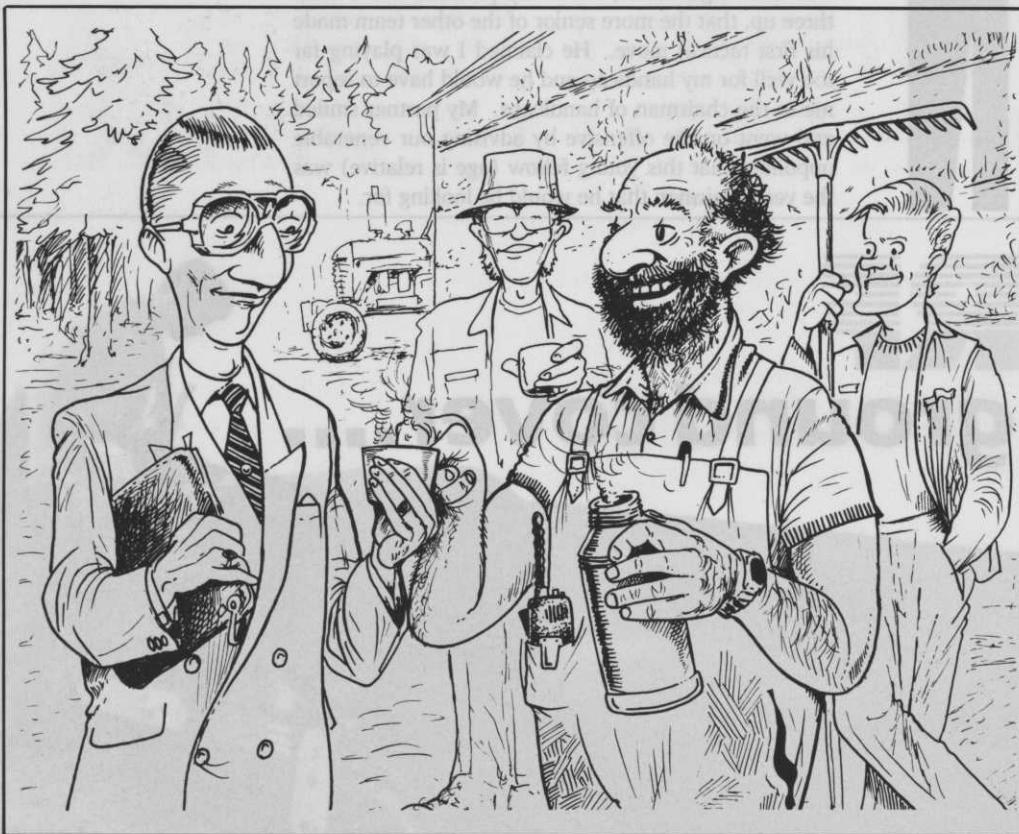
I prepared for my term of office by having a deep think about the two jobs. As I saw it, the green chairman was required to interpret the policies of the committee and pass them to the greenkeeper. He then would use his professional skills to put those interpretations into practice. I wondered how he saw it? In the hope of not proving to be a complete idiot, I read through my gardening books, including an old copy of 'Be Your Own Lawn Expert' by Dr D G Hessayan. While the reading helped I very soon realised that looking after a golf course was quite different from cultivating a small lawn at the back of a house.

Now I had to meet the greenkeeper. I had three main worries. Would we 'get on', would I be able to make a contribution to our discussions and how

der and produce a hooked shot. You do hook the ball don't you? I was about to ask for the remedy but he cut me short. 'Never mind about that now, what is important is, how are we going to get on?'

As our working relationship was obviously going to be important we discussed it at length. We agreed that because of my obvious interest I may from time to time make suggestions regarding work on the course and that if at any time he felt I was encroaching on his area of responsibility then he would tell me. We also discussed the chain of command from the greenstaff, through him, to me and eventually to the captain. We both agreed to use this method of communication at all times – it served us well.

'Right', he said, 'now that we have those problems sorted out what am I going to call you? Do you want me to call you by your Christian name or Mister? Years of management training flashed in front of me, the new thinking was for managers to get closer to the producers. Many times I had read 'call your staff by their Christian name and don't be afraid to take off your jacket and help out'. I suggested that he called me Charles. He pondered a moment and suggested that he use my christian name when we were together and Mister if his staff were in our company. He went on to suggest that it would give me an edge in case I ever had to tell them off. I didn't necessarily agree with that statement but I went along with his suggestion.



On a lighter rule we discussed our job titles. I commented that he was called a greenkeeper (singular) while I was called chairman of greens (plural)? He reached for his Association magazine, thumbed a few pages and found several references to the more enlightened title of chairman of green (singular). We agreed to use it. However we both realised it would be many years before some of the older members would accept this modern terminology. From his magazine we also discussed the various categories of BIGGA membership and he promised that if I did well in my new post he would consider allowing me to join as an Associate member.

By now I realised that I had been out manoeuvred. While I had chosen the time, Jim had chosen the place of our first meeting, poured me his own life-saving brew and had the first input to our working relationship. He had obviously put as much thought into our first meeting as I had.

would the members view the results of my efforts.

I left a message with the secretary to arrange a meeting with the greenkeeper for 11.30 am on the first day after the AGM. Although we had never actually met we knew of each other. He of course had been pointed out to me many years ago and I felt sure that his 'grapevine' would have informed him of the new chairman of green.

We eyed each other at close quarters and shook hands, he called me Mister and I called him Jim. He smiled and offered me tea from his flask. 'I've watched you playing', he said, 'your stance is too closed which will force you to drop your right shoul-

As we had a little time before the mid day break Jim gave me a tour of the mess room, equipment storage shed and workshop. We exchanged thoughts about the machinery and its use on the course. As we walked I remembered the words of the captain, 'You were a manager in industry, come and use your skills for us'. I took out my note book and realised that despite the good work in previous years there were a number of interesting projects waiting to be done, but first I needed to meet the greenstaff.

● Next month, meeting the staff and discussions on duties and responsibilities.

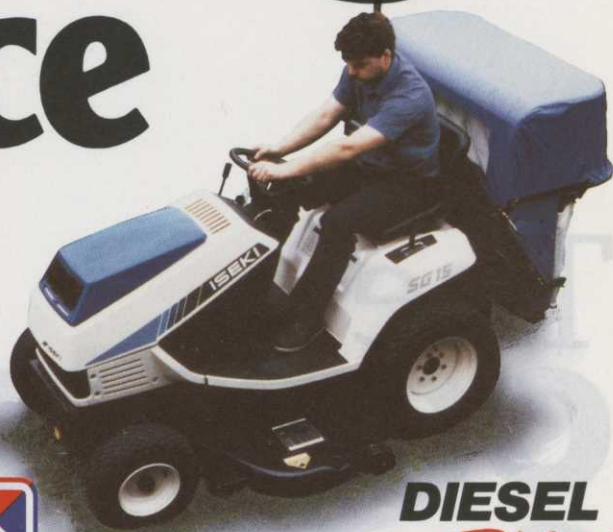
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DAVID WHITE reports on the

spectacular venue for this year's Ryder Cup.

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photographs by MIKE KLEMME

The OCEAN Course

The pessimists can depart, the folks who thought it shouldn't even be considered dismissed, for the new Ocean course at Kiawah Island, South Carolina is already earning huge praise, even before being officially opened for play.

In a game so ancient that it often questions its own origin, acclaim is something earned over time. Great players earn their acclaim over a career, and courses more often attain greatness over decades than overnight. Yet in a sport which so honours tradition this newcomer is earning praise from all who see it.

Designed by noted architect Pete Dye, The Ocean Course

is carved from nearly three miles of oceanfront sand dunes along the extreme eastern end of Kiawah Island. All 18 holes, as well as the clubhouse and practice area, offer breathtaking views of the Atlantic Ocean, with ten holes playing directly along the beach.

Destiny appears to be holding a place amongst the best in the world for The Ocean Course, but in another area, far removed from the sports world and Ryder Cup ballyhoo, the infant course is already







Main picture, previous page: The back nine – providing a memorable finish with the last five holes situated directly along the beach. Small picture, an aerial view of eastern tip of Kiawah Island, with the new Ocean Course stretching along nearly three miles of beach. This page: The first hole – a par-four of 395 yards from the back tee with a large waste bunker right of the fairway.

being acclaimed as a critical success.

In an age when environmental impact studies command such attention, The Ocean is earning acclaim from scientists and environmentalists for its sensitivity to nature.

Course designer Dye, who already has 10 courses ranked among the top 199 in either *Golf Digest* or *Golf Magazine* (U.S.) went to great lengths to ensure that The Ocean Course would blend with its oceanfront setting.

But it is behind-the-scenes efforts – such as the installation of a unique internal drainage system that recycles irrigation water while protecting adjacent wetlands from run-off, or the creation of acres of saltwater and freshwater wetlands, or the building of dunes and the extensive planting of native grasses – that have environmentalists singing Dye's praises.

The Ocean Course is the first golf course to be built with a complete internal drainage system. This is achieved through a series of drains and underground pipes, all water falling on tees, greens, fairways etc flowing back into the irrigation system. More than 14 miles of pipe have been installed under the course to recapture irrigation water and allow recycling.

'Even if the marsh is only three feet away', Dye explained, 'the water drains back into the golf course, into these catch basins and down into a major series of pumps underneath the course'.

Through these pumps, Dye is able to keep the water table at two feet above sea level, the same level as the fresh groundwater. This leaves a minimum of three feet of dry sand for filtering water that doesn't reach the fair-

way drains before this water reaches the groundwater table.

Although they figured on retrieving 50,000 to 100,000 gallons at most, they are picking up 300,000 gallons of fresh water each day, about 50% of the water needed to irrigate the whole course.

'When you figure the cost of water', Dye said, 'in the long run the installation cost – between \$150,000 and \$200,000 (£78,000 – £104,000) amortizes itself... over a five year period you save that much in water costs'.

'From the Coastal Council's point of view, this also solves the only thing they could object to, the fear that some of the pesticides or chemicals supplied are getting off into the marshes or surrounding areas. By monitoring this, and recycling this water all the time, we know exactly what we're doing as far as what we are putting on the golf course'.

All of this was worked out as Dye was building The Ocean Course.

'I went to the Coastal Council and explained the theory of what we were doing and constantly kept them updated', he said. 'When they saw the first hole

going in that way they could see something was going to happen here that would set a precedent for them with other courses in sensitive areas'.

Dye created a vast system of freshwater wetlands within the interior of the course. These lagoons have been planted with native grasses and are part of the irrigation system. The grasses help to filter the water before it is pumped back onto the golf course. And the sand that was excavated from these lagoons was used to elevate the fairways so that every hole offers a view of the ocean. Altogether Dye has created more than 22 acres of

'It is behind-the-scenes efforts that have environmentalists singing Dye's praises'