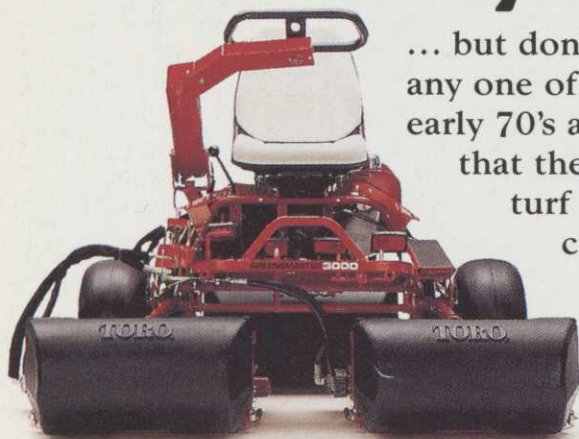


# Greensmaster

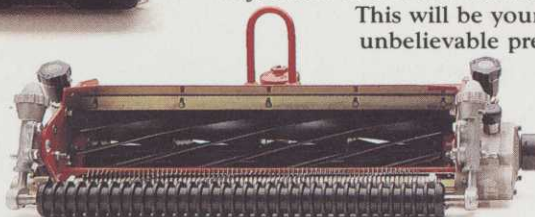
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Ad Ref	Page
<b>3 D Construction</b>	
	340 35
<b>AC &amp; M Birch</b>	58 26
<b>Arnold Sands</b>	159 26
<b>Atterton &amp; Ellis</b>	7 18
<b>Cuckmere Valley</b>	106 12
<b>D&amp;E Turf Maintenance</b>	
	323 38
<b>Devenish</b>	307 21
<b>Eric Hunter</b>	73 21
<b>Fen Turf Dressing</b>	
	168 23
<b>GCPA</b>	• 10
<b>Green Brothers</b>	346 22
<b>Howard Evans</b>	29 27
<b>J&amp;S Thameside</b>	334 26
<b>Lely (UK) Toro</b>	61 2
<b>Martin Brothers</b>	12 26
<b>North Staffs</b>	217 11
<b>Pattissons</b>	35 10
<b>RFE</b>	8 38
<b>Rufford</b>	5 24
<b>Scandor</b>	338 22
<b>SISIS</b>	176 22
<b>Supreme Mowing</b>	57 20
<b>Toro Irrigation</b>	79 40
<b>Verde Sports</b>	291 22
<b>WW Johnson</b>	64 10
<b>Wessex Farm Machinery</b>	
	210 12
<b>Colleges</b>	• 8
<b>Buyers' Guide</b>	• 31-34
<b>Classified</b>	• 34
<b>Recruitment</b>	• 35-37

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Official publication of the British & International Golf Greenkeepers Association

NOVEMBER 1991



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# GREENKEEPER

International

## CONTENTS

### Eightsome reeling

A whitewash, a snowball, a total annihilation! Our wonderful team of eight win the highly coveted Kubota Challenge matches at The Belfry by a record breaking eight to nil  
.....Page 17



### A Story to tell

From a shortlist of 13, Silloth on Solway's Brian Story is selected as TORO/PGA European Tour Student Greenkeeper of the Year. As one commentator puts it, however, it was a contest with no losers  
.....Page 15

### How green is your golf course?

The STRI's ecologist, Robert Taylor, offers some general ground rules, whilst looking particularly at heathland ecological management.....Pages 8-9

### All dressed up for the ball

'A little bit of what they fancy does them good,' is the top dressing advice now increasingly followed by greenkeepers in the know. Peter Jefford extols the virtue of top dressing  
.....Pages 24-25

### For neglected, read useless

A neglected irrigation system is one step away from being a useless system. Take time out now to put your watering system to bed for winter, with a little tender loving care .....Page 11

### Who's in line for top title?

Which of the featured finalists will become the next ICI Premier Greenkeeper? We look at the line-up.....Page 14

## DEPARTMENTS

### Faces and Places

A round up of movements within the greenkeeping industry, plus BIGGA's recommended wage/salary scale for 1992.....Page 7

### Flying Divots

Our man in the know passes on the titbits which are too good to miss .....Page 12

### Around the Green

Section news and views from correspondents throughout the Association.....Pages 28-30, 38

### Advertising Features

Machinery maintenance: Hugh Tilley's practical tips to avoid a troublesome spring.....Pages 19-23

### COVER PICTURE:

The TORO/PGA European Tour Student Greenkeeper of the Year: Silloth's Brian Story



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- **Take advantage of reduced delegate fees** at the BIGGA Turf Management Exhibition and National Education Conference as well as regional seminars.
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**membership package.  
for all greenkeepers  
and opposite Page 6**

# US

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either English or Scottish law. The card can be used when the member is visiting Great Britain, both for advice and in respect of any claims arising during or from such visits.)

- All new Greenkeeper members joining in 1992 will receive an Association tie.
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**A strong, professional organisation waits to welcome you.**



**Membership  
subscriptions  
from  
1 January 1992**

The Board of Management has approved the subscriptions for 1992 as indicated below:

	New members in 1992	Current members if paying before 31st January 1992
Course Manager/ Head Greenkeeper	£50.00	£45.00
Deputy Course Manager/ Deputy Head Greenkeeper	£45.00	£40.00
First Assistant/ Assistant Greenkeeper	£39.00	£36.00
20 years of age or under	£26.00	£23.00
International – all greenkeeping staff	£48.00	
Associate/Company (including one year's subscription to Greenkeeper International)	£45.00	
Associate/Company without magazine	£20.00	
Corporate	£525.00	

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

NB. 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 Deputy Course Manager/Deputy Head Greenkeeper subscription rate should apply.

**1991 members will be invoiced for subscriptions due prior to 1st January 1992. If you have not received your renewal notice by the end of December, please contact Headquarters.**

Those enrolling in the Associate/Company membership category will be encouraged to play a full part in the Association's affairs. Associate members will be those having a close interest in greenkeeping without being specifically employed as greenkeepers. As such this category of membership will be of interest to Chairmen of Green Committees, Club Secretaries, Golf Course Architects and Constructors and many others with a close affinity to greenkeeping. Company membership is available on an individual or corporate basis and will be of interest to those employed within the fine turf industries.

Individual membership cards will be issued and will entitle the member to participate in all national, regional and section events authorised by the Association.

**Holders of Associate and Company membership cards are not entitled to use their cards to seek courtesy of the golf course.**

Delegate fees at both the BIGGA Turf Management Exhibition and National Education Conference, as well as at Regional seminars, will be offered to Associate and Company members at a discounted rate. Whilst many members may wish to identify with a particular local section or region, members are able to participate nationally if they so wish. They will be allocated to the section covering the geographical area in which they reside.

All Associate/Company members (with the exception of those Associate members in the £20 category) will receive each month a copy of Greenkeeper International, the Association's official publication and essential reading for those involved with or interested in greenkeeping.

A special Corporate rate is available for those companies wishing to enrol an unlimited number of their staff as members of the Association and individual membership cards will be issued. In recognition of their support of the greenkeeping profession, BIGGA will be presenting an annual plaque.

**IMPORTANT – All greenkeeper members will be required to obtain a passport size photograph to validate their 1992 membership cards.** The design of the new card allows for the photograph to be sealed, thereby giving proof of identity. BIGGA's Board of Management considers this innovation to be essential in preventing any possible misuse of membership cards particularly in relation to seeking courtesy of the golf course. Photographs are to be affixed by members personally on receipt of their membership card and should not be sent to Headquarters office.

#### WHERE DOES MY MONEY GO?

A breakdown of the 1992 membership package shows the following allocations:

Personal Accident Insurance Cover	£3.75
Legal Advisory Service/ Employment Cover/Personal Injury Cover	£5.00
Membership Card	£0.45
Retainer fees (Regional Administrators/ Section Secretaries)	£3.46
Subscription refund to Regions/Sections	£5.55
	<b>= £18.21</b>

Each new member receives an Association tie – £4.50 or in the case of lady members a headscarf and stickpin – £4.95 and £1.10 respectively.

The balance of subscriptions is utilised to partially offset the running costs of the Association for which substantial additional income has to be sought from other sources.

Members also receive Greenkeeper International magazine – current annual subscription rate £29.00.

**Together with discretionary courtesy of the golf course for greenkeeper members, the membership package represents great value for money.**

In addition to practical benefits, consider the professional benefits of BIGGA membership...





■ The American lawncare specialists, O. M. Scott and Sons Ltd., US market leaders in lawncare products with over £500 million annual turnover and a market share of 43%, have entered the UK market. They have appointed Dave King as Sales Director of their new UK headquarters in Cannock, Staffs. Dave will co-ordinate

marketing strategy and be highlighting sales opportunities across the UK.

■ News from Gordon Moir tells of Willie Milton's retirement as Head Greenkeeper, Downfield GC., having been at the Club since the course was constructed in the fifties. Willie was a stalwart member of the North Scotland section, being chairman, secretary and treasurer at various times. In joining with the section in sending good wishes to Willie in his retirement, we also offer his successor, Ian Menzies, our hearty congratulations.

■ Congratulations to Mark Osborne from Longcliffe GC on his marriage to Mary Smith. Walter Cole ('Old Wrinkly') was Best Man.

■ Tony McLure of Whickham GC has won the Northern Amateur Masters title again, having captured this prestigious annual 36 hole competition by qualifying through 24 rounds of play since May. The event is open to category one players only.

■ A 31 year association comes to an end with the departure of Jim Parker from the company that bears his name. T. Parker & Sons (Turf Management) Ltd was sold to the Moyes Stevens Group in May 1990, with Jim retained by the new owners as M.D. on a 12 month contract. Although this contract expired earlier in the year, Jim stayed on until the IOG Show, after which his association ended. With various ideas under consideration, Jim has no definite plans as to whether he will remain in the turf care industry, but hopes to maintain contact with his many friends in the business.

■ Whilst still at Harlech competing in The BIGGA/ICI Nationals, John Borja received news from Clive Smith that Hawthorn Hill Golf Centre had been sold to a Japanese company – Bluebird Hills UK – and although John could have stayed on, Clive wanted him to move with the Clive Smith Leisure Group. John is now in charge of construction at



## Lindum Turf back Education Conference

■ The news that Geoff Hodson (right) of Lindum Turf is to once again sponsor the BIGGA National Education Conference in March has been greeted in all quarters with great enthusiasm. The highly successful 1991 Conference in York was also sponsored by Lindum Turf and with their additional support for 1992 now confirmed, we are sure the '92 conference will be an even greater success.



Pine Ridge Golf Centre, Camberley, with the title of Golf Course Development Manager. Greenkeeper International wish him well – it couldn't happen to a finer man.



■ Supaturf Products Ltd have appointed Steve Philpott as Area Sales Manager for the South-West region – essentially covering South Wales and the South West – and responsible for sales of Supaturf's range of Top Line marking systems.

■ 'God must have destined this site as a golf course'. How many times have we heard that sentiment echoed, I wonder? But in the case of the new Sedburgh course, opened last month in the very heart of the Yorkshire Dales National Park, the claim has an absolute ring of truth.

The first (and probably the last) course to be approved in a National Park, the construction was not without detractors, notably the 'Rochdale Cowboy', Mike Harding, who lobbied parliament. All the more credit then to the farming Wilson's and Handley's for perseverance in ensuring that this stirring piece of God's acreage is now a golf course of true magnificence.

What has made this such a success can be summed up ecologically as total empathy with nature. Few trees were removed, only minimal land movement was considered necessary and – a huge blessing – the land is bone dry minutes after any downpour.

So good fortune to them and the good members of the old Sedburgh GC, who shortly transfer to the new course.



■ Think Vertidrain hire and you'll likely think Brian D. Pierson (Contractors) Ltd, with their fleet of 'Captains' and 'Majors'. Now Brian has appointed Lisa Pierson (pictured) to take charge of the maintenance division. With ground conditions having been so difficult recently, the service is more popular than ever and she should be a very busy lady.

## The BIGGA 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 1992.

	18 Holes	27 Holes	36 Holes
Course Manager/ Head Greenkeeper	£17,440 pa	£19,020 pa	£21,290 pa
Deputy Course Manager/ Deputy Head Greenkeeper	£12,590 pa	£13,715 pa	£15,345 pa
First Assistant	£209.30 pw	£209.30 pw	£209.30 pw
Assistant Greenkeeper	£196.70 pw	£196.70 pw	£196.70 pw
Apprentice Greenkeeper (All Courses)	Age 16/17 – £98.35 pw; Age 18 – £122.95 pw; Age 19 – £147.55 pw; Age 20 – £172.15 pw; Age 21+ – £196.70 pw.		

**NB: 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.

**NB:** 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.



The art of greenkeeping, according to ROBERT TAYLOR, relies on a dedicated approach to work – and with green issues a top priority, now much more than ever before

It is estimated there are in the region of 2,100 golf courses established or being established throughout Great Britain, amounting to over 120,000 hectares of land. The terrain and vegetation classifications on which such golf courses are situated varies from heathland/moorland, parkland (predominantly broad-leaved or coniferous woodland and grasslands) through to the sand dunes and slacks of maritime or links courses.

It is also estimated that only two to three hectares of the course – ie. the putting and teeing areas – are or should be intensively managed. The fairways, excluding carry but including the greens collars, surrounds and bunkers etc., may total up to 17 hectares leaving up to 40 hectares (on an average course) which can be divided between deep rough, semi rough and the fairway carries. Indeed, the deep rough alone may occupy up to 40% of the total land, depending upon the course standard. Thus, working on the lowest figures, up to 42,000 hectares of rough is represented within the nation's golf resource.

Small wonder, therefore, that where very little time and resource is given to this land criticisms highlighting the 'selfish use' are resulting in harm to the sport, especially where planning applications for further development are submitted.

#### Definitions

The concept of rough and the need for its management are not always immediately understood. In the rules of golf the term 'rough' is not specifically defined but is included in 'through the green'. The latter is taken to include fairways.

Ideally the rough and the management thereof should include all the areas of the course surrounding the green, tee and fairway of each hole. Any rough management programme should consider the range of vegetation associations such as the various forms of grassland, the woodlands, copses and shelter screens, the heath (or heather dominated communities) and the water features including ponds, lakes, dykes and drainage ditches.

Ecological management of the golf course should not be thought of strictly as 'rough management'. The fairways, bunker moundings and surrounds situated on suitable nutrient poor soil types may often be included. Indeed several have been designated with the status of Site of Special Scientific Interest (SSSI), and may be severely damaged by insensitive management operations. Incorrect management can lead to a fairly rapid change in the species composition and the loss of desirable herb and grass species from the sward. Such areas would form part of the overall ecological management programme.

#### Management objectives

Ideally an initial survey of the course should be undertaken to determine both the present vegetation associations and the type of management necessary to enhance or retain



# ECOLOGICAL

## and the

existing character. Within the survey it may be useful to assess the history of the site with respect to possible successions or the change in vegetation and species abundance. This is often helpful in highlighting particular problems which can then be addressed.

A certain amount of expertise is required when evaluating a particular golf course site. On a heathland course, for example, it would be wrong to encourage management toward great species diversity. The development for diversity for its own sake is rarely a wise conservation goal and is certainly inappropriate on heathland. Diversity here would invariably result in the reduction of those characteristics and species of greatest importance. It is important that the appraisal be carried out by a competent ecologist experienced in the game of golf, one sympathetic to the needs and priorities of the sport.

The data and results obtained from such a site inspection should be drawn together and encompassed in a 'Plan of Action' for the course. Such a document should outline an appropriate management strategy taking into account all areas of the course and the varying habitat types present. The plan must consider the requirements of golf (the strategy and character of each hole) and the ecological needs in

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etc., has largely maintained the heath condition, though on golf courses traditional processes have ceased to such an extent that the spread of bracken, rhododendron, birch and pine scrub are all altering the character of the heathland course. The scale of the task on many courses is so substantial that a phased programme of reinstatement and restoration over several years should be considered.

It would be sensible at the outset to concentrate management in those areas of new scrub colonisation, in order to avert the need for more expensive action at a later stage. Clearance of both pine and birch is a physical process which due to past neglect may involve a large labour input. Following physical lifting, all cut material should be removed from the site to prevent any return of nutrients to the soil. Birch stumps remaining should be treated with an approved herbicide to prevent their re-growth.

Rhododendron is a very invasive component of many heathland courses and is best removed by winching (especially on sandy soils) or by cutting and chemical treatment. Cut stumps should be drilled and filled with an approved herbicide.

Bracken eradication is timing dependent, with Asulam sprayed over the young, dry fonds in mid July to mid August being possibly the most efficient technique. If applied correctly in dry conditions, allowing 36 hours between rainy spells and where wind speeds are between 1-3, underlying heather should not be adversely affected.

Heather, normally the dominant species on the heathland courses, is often sadly neglected and is therefore usually old and beyond its capacity to regenerate vegetatively, or is being outcompeted by more aggressive grass species. Management to reinstate areas where the heather has become very 'leggy' will involve cutting the sward to ground level and removing the arisings and litter. A heavy duty flail/scarification machine should be employed to remove surface debris without passing too deeply into the surface, bearing in mind that regeneration at this stage is almost entirely dependent upon the buried seed bank.

In younger swards the heather should be periodically cut to maintain the desired height, keeping the plants in the building phase of their life cycle, which in turn will encourage basal tillering and maintain a strong and dense sward. Suitable machinery to employ would be a forage harvester or a heavy-duty vertical flail with collecting hopper. In a recent series of heather trials conducted by the STRI we used an Amazone Groundkeeper, which proved to be most satisfactory.

Burning is an option, but has a fairly restricted application on the golf course. Much depends on a fast burn at an appropriate temperature, with these conditions being quite exacting and difficult to achieve. Should you consider this option it is ideally carried out in February, with the action becoming unlawful after the end of March.

Cutting management is best undertaken between November and March, preferably after seed set, but not in adverse weather conditions. Competition from productive grass species is a problem, particularly on those courses lying on dry nutrient poor sand and still recovering from the onslaught of the previous two years of drought. In such cases grass invasion should be controlled through an integrated programme of scarification and selective herbicide treatment, though it should be noted that the scarification procedure may temporarily inhibit the heather, but this should recover with the passage of time.

#### Conclusion

Greenkeeping in the 1990s is both an exacting science and an art. Understanding the management ground rules for putting and teeing surfaces requires a very dedicated specialism – as we progress into an era where environmental conservation is taking an overriding precedence in our societies sociology. Then the specialism of rough management will increasingly present itself to the greenkeeper, his workforce and to the Club as a whole. The STRI is now, through its research and consultancy services, heavily committed to the restoration of heathland courses and welcomes requests for advice and guidance.

● The author, Robert Taylor, is an ecologist with the Sports Turf Research Institute. He will be addressing the subjects of Environmental Considerations in New Course Design and The Ecological Management of a Golf Course as part of a series of STRI seminars, scheduled between November and February at various locations throughout the country.

# LOGY

## greenkeeper

order to ensure the continued survival of common and scarce species present. The plan must offer a practical and workable strategy, giving due consideration to the financial and labour resources of the Club and the availability of machinery to undertake many of the operations that may be recommended. It may be that expensive machinery is required for certain operations and this may involve either hire or outright purchase.

Timing of such work is in many cases critical on a golf course, complicated perhaps by a range of other pending priorities with which the greenkeeper is faced. Also integral with the timing is the actual phasing of such works. Much will depend on the amount of work to be carried out, but splitting the work up over several years does minimise course disturbance. Similarly, working one area of the course at a time will result in less disturbance than an approach where work is scattered around the course. Phasing the work over discreet areas will indirectly have certain ecological benefits, by maintaining a series of different habitats which are all at different stages in their life cycle.

#### Management

It is not feasible in an article of this length to discuss in depth the management of all habitat types encountered by the greenkeeper on his course. I have therefore concentrated my efforts to exemplify the ground rules for management on just one major habitat type, that of heathlands. Future articles will discuss the ground rules for management of woodlands and grassland, as encountered on parkland and downland courses, and the very exposed coastal maritime or links courses.

**Heathlands:** Although heathland courses have a strong air of wilderness about them – giving a serious impression of naturalness – they are in fact totally 'man-made'. Evidence from pollen analyses suggests they were once wooded and were cleared in the Bronze age in respect of the continuing population expansions that were then occurring. Heathlands tend to be caught in an aggressive process of tree/scrub re-invasion and reversion back to original woodland condition. Constant management, ie. grazing and fodder harvesting



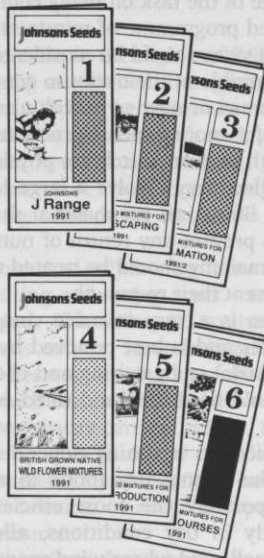
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35

## RECRUITMENT

### DISLEY GOLF CLUB LTD

*invite applications for the post of:*

#### DEPUTY HEAD GREENKEEPER

To join an established team. To deputise for Head Greenkeeper when required. Practical knowledge and work experience of golf course maintenance, machinery, together with appropriate qualifications is essential. Salary by negotiation depending on age and experience.

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*Write with full CV to:*

The Secretary, Disley Golf Club Ltd, Stanley Hall Lane,  
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More **RECRUITMENT** on Page 35