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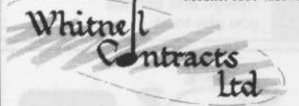
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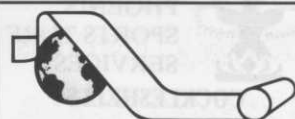
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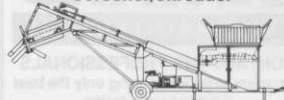
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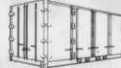


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25-27 January 1995,
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Details from Louise Lunn
at BIGGA on 0347 838581

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Tenders are requested to supply the **Direct Services Unit** of the **North Norfolk District Council** with one Toro Greenmaster GR3000D including Wiehle front rollers, quick height-of-cut kit, variable speed kit and set of 3, verticut kit.

BY CLOSED TENDER Closing date: 29th August 1994

For tendering information contact:
Sue Warren, DSU Secretary

DIRECT SERVICES UNIT, NORTH NORFOLK DISTRICT COUNCIL
GROVE LANE DEPOT, HOLT,
NORFOLK NR25 6ED
Tel: (0263) 712661 Fax: (0263) 711498



Lydney Golf Club

Applications are invited from suitably experienced persons to fill the post of

HEAD GREENKEEPER

at our nine hole golf course situated in Gloucestershire.

Salary would be by negotiation.

Please reply with full CV to:

L. Ellerington, Hon Secretary, 12 Lancaster Drive,
Primrose Hill, Lydney, Glos GL15 5SN

Closing date: Monday August 22nd 1994

RECRUITMENT

Bristol and Clifton Golf Club

requires a

HEAD GREENKEEPER

Applications are invited from experienced greenkeepers who possess the necessary management and supervisory skills with appropriate greenkeeping qualifications and detailed knowledge of the use and maintenance of modern machinery.

Salary negotiable

No accommodation available.

Replies in writing with full CV together with name and address of two referees to:

The Managing Secretary
Bristol and Clifton Golf Club
Beggar Bush Lane, Failand,
Bristol BS8 3TH

Southerndown Golf Club

requires an

EXPERIENCED HEAD GREENKEEPER

for an 18 hole championship downland links course. Applicants must be suitably qualified and have a proven record in all aspects of course management and machinery maintenance.

The ideal candidate must have the ability to lead and motivate staff, organise work programmes and maintain healthy and safety requirements.

Salary negotiable but will be commensurate with the importance of this position.

No accommodation available.

Apply in writing with full CV to:

The Secretary
Southerndown Golf Club, Ewenny,
Nr Bridgend, Mid-Glamorgan CF32 0QP



THE LONDON GOLF CLUB

"Simply Europe's Best"

requires qualified

ASSISTANT GREENKEEPERS

The London Golf Club is a multi-million pound private members club with the finest maintenance facility in Europe. Comprising of two 18 hole golf courses, built to USGA specifications: The Heritage Course, designed by Jack Nicklaus, seeded with Providence 1019 creeping bent; and the International Course, designed by Ron Kirby of Golden Bear Design, seeded with colonial bents and fescues. We are situated on 560 acres in the heart of Kent, but only 25 miles from central London.

The London Golf Club officially opened on 10th July 1992 and we now look to complement our greens staff team with highly motivated, enthusiastic greenkeepers to maintain the high standards that have been determined.

The ideal candidates will be suitably qualified (spraying certificates would be an advantage), hard working and conscientious. The salary will be negotiable according to age and experience.

Apply in writing, enclosing CV to:

**Stephen Marsden, Courses Superintendent,
Greenkeepers Compound, The London Golf Club Plc,
South Ash Manor Estate, Ash, Nr Sevenoaks, Kent TN15 7EN**

Düsseldorfer Golf Club e.V.

DEPUTY HEAD GREENKEEPER

Required for 18 hole course in Germany. Applicants must be experienced in all aspects of greenkeeping maintenance and have a good knowledge of modern machinery.

Salary negotiable. Accommodation available.

Apply in writing with CV to:

**Mr C. Irvine, Düsseldorfer Golf Club e.V.
Rommeljansweg, 40882 Ratingen**

Harborne Golf Club

(Birmingham)

ASSISTANT GREENKEEPER

Required to join an enthusiastic team on this well known Midland Course. Applicants should have approximately four years experience and will be expected to attend Greenkeeper Courses as relevant.

Apply in writing to:

**The Secretary, Harborne Golf Club,
40 Tennal Road, Harborne, Birmingham B32 2JE**

Zeewolde Golfclub

requires a

HEAD GREENKEEPER

The Zeewolde golf club in the Netherlands, founded in 1984 in the reclaimed Flevopolder, wishes to appoint a Head Greenkeeper to replace the present holder of this position who is leaving the club on 1 September 1994.

The existing 18 hole course and a 9 hole pitch and putt course are situated in attractive rural surroundings about 30 miles east of Amsterdam. In the next few years the 18 hole course will be extended with another 9 holes in woodland.

Applicants should be fully qualified with experience in modern greenkeeping methods, irrigation systems and the management of personnel and maintenance contractors. Experience in course construction and maintenance in the growing-in phase is an advantage.

The club will assist in finding accommodation and the salary and other benefits are negotiable.

Please apply in writing with full CV to:

**The Secretary, Stichting Openbaar Golf Zeewolde,
Postbox 47, 3890 AA Zeewolde, The Netherlands**



Birchwood Golf Club Ltd

require a

DEPUTY HEAD GREENKEEPER

Applicants must have suitable qualifications and be experienced in all aspects of course management.

The ability to motivate and direct staff together with a practical knowledge of modern greenkeeping practices and equipment maintenance is essential.

Accommodation is not available. Salary negotiable.

Please reply in writing with full CV to:

**Mr Peter Baume, Birchwood Golf Club, Kelvin Close,
Birchwood, Warrington WA3 7PB**

ASSISTANT COURSE MANAGER

Salary negotiable

West Park is a flourishing 36-hole parkland and lakeland course of superior construction. We are committed to maintaining the highest standards of course quality.

We seek an Assistant Head Greenkeeper or person with several years experience in a similar role at an 18-hole course (or larger).

You should have the necessary qualifications, (including PA2 for spraying) along with a good understanding of Automatic Irrigation Systems and an ability to control staff.

In return we offer a good salary, fringe benefits and career potential. Please apply in writing with current CV and salary to:

Mark Smith, Course Manager,

WEST PARK Golf & Country Club,

Whittlebury, Nr Towcester, Northants, NN12 8XW



CONTRACTS MANAGER IRRIGATION

The leading sports turf irrigation contractor in the North East urgently requires an experienced contracts manager.

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- The skill to get the best from the teams you manage
- The tenacity to work with dedication, enthusiasm and efficiency

If successful, you will be joining a company whose steady and growing success has been built on service.

Salary and benefits will be commensurate with your experience and ability.

If you would enjoy this challenging opportunity forward your CV to:

David Franklin
Par 4 (Irrigation) Ltd
Unit 18, Camphill Close, Dallamires Lane,
Ripon, North Yorkshire HG4 1TT

Servewell Grounds Ltd
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Northants Golf Course

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HEAD GREENKEEPER

Enthusiastic and motivated with knowledge of turf culture and experience of sand suspended greens. Would suit first assistant greenkeeper wishing to progress.

Both positions offer an attractive remuneration package and good prospects.

Apply with full CV to:

Mr M Lusty, Servewell Grounds Limited,
Herriard Park Gardens, Herriard,
Basingstoke, Hampshire RG25 2PL

Loch Lomond Golf Club GREENKEEPERS REQUIRED

The 18-hole Loch Lomond Golf Club, designed by Tom Weiskopf, requires enthusiastic Greenkeepers to join their Golf Course maintenance team. Construction of the new 18-hole course designed by Jack Nicklaus is due to start in the spring of 1995.

Also

QUALIFIED GOLF COURSE MECHANIC

We are seeking an enthusiastic, well organised individual to oversee the equipment maintenance operation for our facility.

The successful applicant will play a key role in setting up and managing the following:

1. Planning and construction of the maintenance facility
2. Setting up preventative maintenance program for all machinery
3. Organising parts inventory
4. Evaluating all new equipment to be purchased by the Golf Club.

If you are interested in either position, please send CV to

Ken Siems, Loch Lomond Golf Club, Rosdhu House, Luss,
by Alexandria, Dunbartonshire G83 8NT. Tel: 0436 860223



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John Holt, Rigby Taylor Ltd,
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The ideal candidate will be experienced in selling into the amenity marketplace particularly local councils, and a knowledge of amenity contracting would be an advantage. A good salary with commission and a company care are offered to the right person, preferably resident in the sales area. To apply write enclosing a CV to:

Dick Reid, Amenity Director, John Bourne & Co. Ltd.,
Head Office, Newenden, Cranbrook, Kent TN18 5QG

Why practical knowledge beats the theories

A month in hospital has enabled me to catch up on the last year's articles. Compaction seems to be dealt with monthly! Cure, aspirin for a headache, no cost effective workable answers. No one addresses the fundamental causes, or produces remedies, that are cost effective.

What has eventually really made me write to you is your March issue (Tom O'Brien at Royal Birkdale) How he and so many very good men like him can manage to carry on with nothing else but contradictory theoretical advice is quite amazing.

The following practical thoughts you may find interesting, the condition of many playing surfaces, and new golf courses in particular, are of very poor quality. However I do believe that Performance Standards have a vital role to play in specifying the construction of an installation.

My views are based on many years of practical experience creating playing surfaces. Unfortunately too many projects are specified by agronomists with an abundance of theory but little understanding of the practical aspects of what is required. Agronomy and its never-ending tentacles are the main factors that are responsible for standards, inadequate specifications and, seemingly, a total misunderstanding of what grass really needs to grow and perform to high standards, when subject to severe use and extremes of weather.

Those who doubt this should look closely at the golf courses constructed over the last few years, and the condition of 92 clubs in the Football League. Almost without exception, there is water in excess, mud in abundance, compaction and overall yearly deterioration. This is a worldwide problem. Mud is everywhere, whether we look at Australian Rules, Rugby, American Football or other sports, we have mud.

As I have said on many occasions before, today's agronomists are yesteryear's brilliant pupils, but many are so full of theory that they are still at the top of their theoretical trees. The trouble is that the practicalities of what the industry fundamentally needs have not yet been written. So how can they learn, and the trees keep falling down.

The owner/customer. The patient who needs good practical,

cost-effective help and advice.

The architect. The qualified golf course architect. Most architects presume that they know; they presume that their brief is to create. Wrong, very wrong. Theirs is not to alter our beautiful countryside. We have more than enough championship golf course blots on the landscape, half finished poor ideas – most like battlefields. We need membership courses and pay as you play courses, to be enjoyed by the majority with greens, tees and fairways that blend into the landscape. More trees should be planted for the next generation and golf courses should be virtually hidden, evolved from the landscape, not made.

Contractors. The reputable contractors know what to do, but they are supplied with a hotchpotch of information; a specification, part architect, part suppliers, part agronomist, all thinking that compatibility is something between them and their neighbours' wives. No thought is given to soils, sands etc which may or may not grow good grass. Most contractors know that with earth moving it's not what you do, but how you do it, and when. I have seen no specification mention that the operation depending on the soil moisture content etc.

Woe betide the contractor who says we must stop now because of poor ground conditions. No! Time is of the essence; it's too costly to stop. Earth moving – oh what a bore! Strip, stockpile, store and hope to God that when it comes

out it will be better than when it went in. No chance! Deprived of air, organic matter ignored, compacted beyond all recognition, it is often rolled into submission.

Soil for stockpiles should be prepared, (whoever heard of such an exercise?), have additives included and be resuscitated when it is replaced. There are ways to do this cost-effectively. Soil treated this way will make good fairways etc.

Now we come to the subject of worldwide debate.

Greens. Our friends the agronomists now come into full bloom, waxing lyrical but again nearly all completely ignoring compatibility. Their pet theories abound; like a party political broadcast, fact is submerged by theory. Percentages of sand/soil mixes vary like the daily rainfall forecasts. There is no thought that little grass grows easily in sand or that sand is inherently unstable. That sand is the main ingredient for concrete is never allowed to linger. After so many years we really need to ask some fundamental questions about what we are trying to achieve.

We wish to grow grass to be abused, to tolerate strange conditions, and to function effectively. Where and how do we start?

Many take the easy road, proprietary topdress mixes or the like, which are basically a concoction of sands, silts and clays, or in the case of the pack leaders a mix of unstable sands, and pray.

We need three basic ingredients

in our structures:

- 1 Air (rarely mentioned, often totally ignored);
- 2 Moisture.
- 3 Nutrition and natural organic matter.

All three must be compatible, easy to maintain and improve annually. The structure must by definition be permeable and stabilised for heavy traffic.

It is now possible to produce high quality, free draining, mud-free, non-compactable, stabilised rootzones for each and every sport wishing to use natural grass intensively. I know, I have done this and am doing it cost-effectively. After two decades it still works.

Finally, our overworked and under-informed greenkeepers and groundsmen. Let education concentrate on the structures they have to work with. Everything else is of little import if the structures are inadequate.

It is now possible to restructure surface soils cost-effectively. Surface soil, for those still in doubt, is the area below the grass that varies from 150 mm (6in) to 300 mm (12in) in depth. That wonderful area produced by poor specifications; the area for thatch, black layer and various degrees of compaction.

Our ultimate aim is to ensure that this layer performs to its best ability and the starting point to achieve this aim is to set out the performance standards that we want to attain, not in isolation, but as a basis from which we can draw up our construction specifications.

Dixie Thompson,
Chester Moor, Co Durham

South Turf was excellent, but...

What a show! I refer of course to South Turf. Can I congratulate the British and International Golf Greenkeepers Association's South East section on an excellent exhibition.

Gem Professional had a wonderful show and met many new customers. David Wood and the team were exceptionally helpful and the weather they provided was second to none. I hope this is to become an annual event and ensure you of our support in the future. Sadly I have two complaints, neither aimed at BIGGA, that I feel are worthy of mention.

Firstly, I would question the quality of Southern pork pies (negotiations are under way to obtain licence to provide Lancashire pies next year) and, secondly, I must protest at Ron Jobson's inhospitable approach when asked for the loan of his hat during the heat of the afternoon! (Who said this was a friendly industry?)

In conclusion my thanks again to the BIGGA and in particular David Wood and his team for an excellent, well run exhibition.

AW Hardie, sales manager,
Gem Professional,
Oswaldtwistle

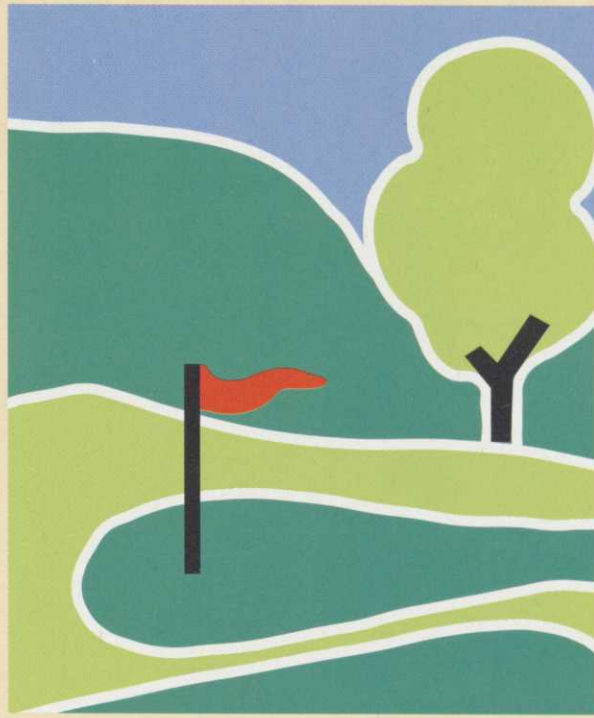
Message for all

A word of warning to fellow greenkeepers: if ever you are tempted to leave off any safety equipment – it may be uncomfortable on a hot day, for example – my advice is *don't!*

My safety boots saved me from losing my foot in an accident. Don't think the unexpected won't happen to you.

My thanks to Richard Whyman and all at Devon and Cornwall section for the basket of fruit sent to my hospital bed, the phone call from BIGGA HQ and the good wishes from everyone.

Peter Stringer,
Isle of Scilly Golf Club



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