

Sandiway Golf Club, Cheshire

requires a

COURSE MANAGER

Applicants must be fully experienced in all modern techniques of course maintenance and construction including machinery maintenance and care of irrigation systems.

The ideal candidate should also be able to demonstrate excellent man-management skills in order to both organise, motivate and lead by example, our greenkeeping team.

In addition the applicant will be required to handle an annual budget of approximately £100k and experience of cost control methods would be an advantage.

Sandiway Golf Club offers rewards and prospects aimed at attracting candidates of the highest calibre.

Write in strict confidence giving full details of qualifications and career to date to:

**The Secretary/Manager, Sandiway Golf Club Ltd,
The Clubhouse, Sandiway, Cheshire CW8 2DJ**



Wyke Green Golf Club

requires a

DEPUTY HEAD GREENKEEPER

for an 18 hole course situated west of London.

Applicants must possess a recognised qualification and be experienced in all aspects of course management.

The ability to lead and motivate staff, organise work programmes and maintain health and safety requirements is essential. PA1 and PA2 required.

Practical knowledge of modern greenkeeping machinery and budgetary control is also required.

Salary negotiable. No accommodation.

Apply in confidence with full CV to:

**Secretary/Manager, Wyke Green Golf Club,
Syon Lane, Osterley, Middlesex TW7 5PT**

AMBITIOUS GREENKEEPER REQUIRED

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APPLICANTS MUST HAVE WIDE GREENKEEPING EXPERIENCE TOGETHER WITH SOME KNOWLEDGE OF COURSE CONSTRUCTION, PARTICULARLY OVER-SEEDING AND BRINGING INTO PLAY GREENS & TEES, FORMING AND FINISHING BUNKERS. KNOWLEDGE ALSO OF IRRIGATION AND MACHINERY REQUIRED.

SALARY IS NEGOTIABLE ACCORDING TO QUALIFICATIONS AND EXPERIENCE.

APPLY IN WRITING TOGETHER WITH C.V. TO:

CAMBRIDGE LAKES, 12, PALACE GARDENS, ROYSTON, HERTFORDSHIRE. SG8 5AD

Golf Club Ortenau

Germany, Black Forest

require a

HEAD GREENKEEPER

Applicants should be fully qualified and conversant with modern techniques and machinery maintenance.

Salary negotiable. Help with accommodation.

Please reply in writing with CV to:

Golf Club Ortenau

President Rudiger Hurre, Birkenbosch 14

D-77770 Durbach, Germany



requires a

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**National Sales Manager, Boughton Loam Ltd,
T/A Turf Management Systems, Dromenagh Farm,
Seven Hills Road, Iver Heath, Bucks SLO 0PA**

Westwood Golf Club

requires a

DEPUTY HEAD GREENKEEPER

Minimum age 25. Technical and practical qualifications. Pesticide certificates. Sound knowledge of modern irrigation and machinery. Capable of controlling and motivating staff.

Salary negotiable. No accommodation.

Apply in writing with CV to:

**Mr C Plant, Westwood Golf Club,
Newcastle Road, Leek, Staffs ST13 7AA**

Closing date: Two weeks from publication



Royal Blackheath Golf Club

require a

HEAD GREENKEEPER

Applicants are required to be fully experienced in all aspects of greenkeeping, budgetary control and machinery maintenance. A minimum of five years experience as Head Greenkeeper or equivalent at an established golf course is essential.

An ability to manage, lead and motivate staff is a priority. The Club is presently in the early stages of implementing a development plan.

The salary and benefits will be commensurate with this responsible position and family accommodation is provided.

Please reply in writing with full CV to:

**The Secretary, Royal Blackheath Golf Club,
Court Road, Eltham, London SE9 5AF**



DUKE'S DENE *Golf Club*

We are inviting applications for the position of

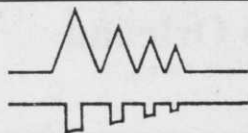
HEAD GREENKEEPER

for a new golf course in Surrey due to open in June 1995. Duke's Dene Golf Club is located in a beautiful valley near Woldingham, Surrey, and is designed to Championship standard. Applicants must have formal qualifications and a proven track record in all aspects of course management. The successful candidate will be responsible for overseeing the growing-in of the new course and will be expected to recruit other greenkeeping staff as required.

Salary is negotiable.

Please write, enclosing your CV to:

**Duke's Dene Golf Club Ltd
9 Betterton Street
London WC2H 9BP**



Horton Park Country Club

requires a

HEAD GREENKEEPER

Applicants must be experienced in all aspects of greenkeeping and course management and must have a proven track record in motivation and leadership of greenstaff. Sound knowledge of modern irrigation and machinery is essential.

Horton Park is an 18 hole golf course with a 26 bay driving range, managed by a team of five greenstaff.

Two bedroomed bungalow is available with this position, if required.

Apply in writing with CV and salary expectation to:

**Mr P Hart, Director & General Manager, Horton Park Country Club,
Hook Road, Epsom, Surrey KT19 8QC**

North Worcestershire Golf Club

invites applications for the position of

COURSE MANAGER/ HEAD GREENKEEPER

for an 18 hole golf course situated in attractive rural surroundings south Birmingham. Applicants must be fully experienced in all aspects of modern course management and maintenance techniques. The successful applicant must have the skills to lead and motivate staff and will be expected to demonstrate abilities to maintain a quality course to a high standard exercising firm budgeting controls.

Salary negotiable.

Applications in writing with full CV to:

**The Secretary, North Worcestershire Golf Club,
Frankley Beeches Road, Northfield, Birmingham B31 5LP**

BLOXWICH GOLF CLUB (1988) LTD

invites applications for the post of

HEAD GREENKEEPER

This busy parkland course requires applicants who are suitably qualified and experienced in all aspects of course management. The ability to motivate and lead an established team and organise work programmes is regarded as essential.

A practical knowledge of modern greenkeeping machinery and current Health & Safety regulations is also required.

Salary negotiable. No accommodation.

Apply in writing, with full CV to:

**The Secretary, Bloxwich Golf Club (1988) Ltd, 136 Stafford Road,
Bloxwich, Walsall, West Midlands WS3 3PQ**

Closing date: 28 May 1994



CLUB DE GOLF TERRAMAR

require a

GREENKEEPER

with training, minimum five years experience.

Must speak Spanish. Golf club situated in small village
15 minutes from Barcelona.

**Send CV to Club de Golf Terramar,
Sitges, Spain**

CHARGEHAND

Leisure Service Department, Barshaw Park Golf Course and Seedhill Playing Fields. £244.69 pw (incl. measured day rate), Mon. - Fri. (39 hour variable working week).

Barshaw Golf Course is an 18 hole municipal course in Paisley, owned and run by Renfrew District Council. The course has irrigation and other modern equipment installed.

You will be responsible to the Working Foreperson for the day-to-day standards of a squad of workers and will be involved in golf course maintenance as well as site preparation, construction and other duties relating to sportsground and horticultural operations.

In addition, you must have at least 3 years' experience in horticultural and sportsground operations, with a specific knowledge of greenkeeping, and will be required to use and maintain appropriate equipment.

You must be capable of motivating employees to reach the required standards and have the ability to communicate effectively with both employees and members of the public.

Possession of a driving licence is essential. This post is not suitable for job sharing.

Application forms are available from and should be returned, quoting Ref. SL/P75, by Friday 20 May 1994, to:

Personnel Officer,
Leisure Services Department,
Renfrew District Council,
Mirren House, 6 Maxwell Street,
Paisley PA3 2AB. Tel: 041-840 3332.



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Renfrew

THE BUSINESS *District* OF SCOTLAND

Great Lever, Farnworth Golf Club Bolton, adjacent to M61

requires a

Working Course Manager

Applicants should be fully qualified and conversant with modern techniques and machinery maintenance.

Salary scale mainly in accordance with BIGGA recommendations.

Apply in writing with full CV to:

Green Chairman, Great Lever, Farnworth GC,
Lever Edge Lane, Bolton BL3 3EN

Southport Old Links Golf Club

urgently requires a

HEAD GREENKEEPER

for this well established, highly regarded 9 hole course. Experience in all aspects of greenkeeping and a practical knowledge of machinery required.

Salary negotiable.

Applications in writing with full CV and names of two referees to:

Secretary/Manager, Southport Old Links Golf Club
Moss Lane, Southport, Merseyside PR9 7QS

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and

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No accommodation available.

Salary negotiable.

Please apply in writing with full CV to:

Glen Andrews (Golf Courses) Ltd
Vicarage Farm, Kirtlington, Oxford OX5 3JY
or contact Stuart Donald on Tel/Fax: (0869) 351133

Berkhamsted Golf Club

invite applications for a

FIRST ASSISTANT GREENKEEPER

Applicants must be suitably qualified and experienced in all aspects of course management.

No accommodation.

Please apply in writing with full CV to:

The General Manager
Berkhamsted Golf Club
The Common, Berkhamsted
Herts HP4 2QB

The great pesticide debate rages on. Articles by Tony Howorth, David Stansfield and Neil Baldwin in the December issue of Greenkeeper International all raised questions about the future of our industry.

It seems to me that a great deal of the argument hinges around the statement that "it is better to use an effective product once, under controlled conditions, than one with reduced longevity many times." This sounds eminently sensible but what is really being said? Firstly, is it not naive to talk about "controlled conditions". This implies:

1. We are all perfect and accidents never happen;
2. The proper application of the product is all there is to it. What about manufacture, waste products, transport, storage and handling?
3. That once down we can forget about it. What about long-term effects on the soil micro-organism population, the ground water and ultimately the wider environment?

Secondly, as David Stansfield pointed out, if a chemical is to be effective over a long period it must be persistent in the soil. This persistence increases the hazard greatly. As a result of applying lead arsenate today, its effects on the ground water would not be seen for many years. Less persistent chemicals reach the ground water much quicker and are therefore more easily traced, monitored and assessed.

The effects of less persistent chemicals are also more selective as they lose their efficacy as they travel down through the soil profile. This can be beneficial in retaining some of the more helpful soil organisms.

When assessing the use of any chemical under COSHH we must consider the RISK and the HAZARD. There is certainly a greater risk of accident and contamination with spraying ten times as opposed to once but what about the hazard? Would you rather fall off your mower ten times or out of an aeroplane once? You would not have long to contemplate which is the most hazardous.

As part of the legislation under Health and Safety scientists are employed to do specific objective tests and decide whether a chemical is safe to use in a given situation. It is of no consequence to them if removing that chemical poses serious problems for the manufacturer or end user, and rightly so. Imagine if this decision was left to the horticulturalists or the trade, a recipe for self-interested disaster. We are always complaining that golfers keep trying to tell us our job but it seems that we think we know better than trained scientists who carry out the tests.

It is very weak and short-sighted of us as greenkeepers to support Health and Safety legislation which improves our work environment and enriches our lives and then to criticise the removal of products which are deemed to be dangerous because it is inconvenient.

To be perfectly frank, I am not at all sure what all the fuss is about. I am told by the people who know best that the current products are safer than the old ones. It costs our club 0.5 per cent of its annual expenditure to control our worm problem, a problem that as anyone who works on the chalk downs will tell you is our num-

TALKING HEADS

Master Greenkeeper Kerran Daly adds to the debate over pesticides

ber one problem. With thio-phenate methyl we get effective control at a reasonable price. If clubs find the price too high then two things can happen. The cost will come down in response to market forces or the products will disappear. Clubs will then have to reassess whether the price was too high. This will leave a gap for new products to fill.

Fenarimol is a prime example of a new safer chemical (no hazard warning under COSHH) which would not have been marketed if legislation had not banned more toxic chemicals. Some would have us go back to the old mercury salts and would no doubt say that they were perfectly safe but I think I would rather risk an accidental dose of fenarimol than a swig of mercurous chloride.

Neil Baldwin stated his belief that new safer products are just around the corner and this is all because we have had the wisdom to withdraw dangerous chemicals and force research and development into new ones.

Interestingly, the well-known mole destroyer aluminium phosphide came up in Tony Howorth's article. I am glad to say I have never had the displeasure to use it but it reminded me of a recent conversation with a highly respected greenkeeper at the Cannington seminar who warned me off the noxious substance. He reported it to be highly unstable and very difficult to use with no good result. A trade salesman then joined in the conversation stating that "the legislation surrounding the product was so severe that his company could not and would not market it." I was cheered to see such a fine example of the legislation in action.

It has been suggested that the chemical companies are making large profits out of increased chemical sales. It is politically embarrassing for me to be seen to defend multi-national chemical companies but in this case I am intent on doing so. We are a small market and research and development costs and the costs for registration are enormous. Even so, it is the market which dictates the price and if no-one buys it, it will fail.

The charge that costs are too high are refuted by my budget figures. All too often I hear greenkeepers complain about the cost of pesticides while they are quite happy to fork out huge amounts on fancy fertilisers, particularly liquids, at highly unrealistic prices. I must admit that in the fertiliser business most products price themselves off my shopping list and I would be happy to see most disappear.

Chemical companies have a right to make a living and I am very pleased that they are now doing so by producing less hazardous chemicals under tighter regulation of the manufacturing process. The alternative is for them to go on producing the old long-term cures which are not sustainable in a modern day free market which requires growth. To compete against cheap labour regimes abroad, British companies need new markets in high-tech areas. The control of pollution has provided such markets. We must generate wealth and growth to improve our standard of living and be leaders in the field of a cleaner and better future. If we stand still we will be swallowed up by the "Made in Taiwan" phenomenon.

What if legislation got so tight all pesticides were withdrawn? David Stansfield reported that this already is the case in other European countries, without any insurmountable result. I think the thought of no pesticides should not frighten greenkeepers and indeed they should welcome it. With no chemicals, only those following sound cultural practices in pursuit of true British fescue/bent courses would survive. At present, high fertiliser, heavy watering regimes producing lush meadow-grass greens are being maintained by heavy use of blanket fungicides.

No greenkeeper, including myself, could afford to adopt a unilateral policy of never using pesticides. The initial deterioration in his course, and his course alone, would lose him his job. However, if all courses were in the same boat then the long-term result of *Poa annua* free courses should be welcomed by all managers who believe in a return to golf played as it should be on fine-leaved species only.

The withdrawal of all pesticides would have other benefits in that the growing mound of paperwork and the constant headache of keeping abreast of current legislation would be greatly reduced. The environment for golfers, employees and the public would be much improved. The return to cultural controls would mean more jobs for greenkeepers. It is true that chemical companies would lose market and would probably need to shed some staff but I am convinced there would be a net gain in employment which is good news for our thousands of young unemployed.

The removal of chemicals would leave a large gap in the market for entrepreneurs with innovative cultural control ideas. This too would create new areas for employment. All of these side benefits on top of the forced return to sound greenkeeping principles make the withdrawal of all pesticides an attractive proposal.

In the meantime, use of less toxic materials demands higher standards of management and so educated managers are what we need most. Thankfully BIGGA has made this its top priority over the past five years and I am sure we will reap the benefit by the sensible use of less persistent chemicals in an integrated management system.

In the mid to late '60s, greenkeeping lost its way with the introduction of heavy fertilising, misused automatic irrigation and cure-all pesticides. Those of us who have fought long and hard against the first two heresies should add their weight against the third because it is now the only thing propping these up.

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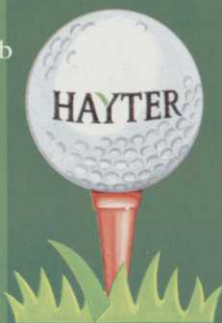
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