

MacLeod nine...

SCOTTISH NATIONAL TOURNAMENT



RESULTS

SGGA Challenge Cup (Best Scratch) Iain MacLeod, Tain, 77

Friendship Trophy (Best Nett) Elliott Small, Tulliallan, 79-8-71

BIGGA Challenge Bowl (Best Head Greenkeeper) Robert Patterson, Dornoch, 78-3-75

M&M Trophy (Best Assistant) Simon Crawford, Gleneagles, 82-7-75

Souter Trophy (Best Apprentice) Scott Aitchison, Prestwick St Nicholas, 94-16-78

SIGGA Trophy (Best Veteran) Alex Wallace, Dollar, 89-10-79

Ransomes Trophy (First Class) 1. Eoin Riddell, Dornoch, 83-8-75; 2. Paul Murphy, Downfield, 81-5-76; 3. George Patterson, Fortrose, 77-1-76.

Pattisson Trophy (Second Class) 1. Sam Morrison, Royal Aberdeen, 84-9-75; 2. Brian Cocker, Alyth, 90-14-76; 3. Douglas Boyle, Aboyne, 87-11-76.

STRI Trophy (Third Class) 1. Robert Napier, Camperdown, 96-24-72; 2. Hugh McLatchie, Peterhead, 100-21-79; 3. Wilson Morrison, Alford, 97-18-79.

Guest Prize Rollie Biuck, Royal Dornoch, 83-6-77

Trade Prize Jim Darling, Vitax, 79-4-75

St Mungo Trophy North Section.

Putting Prize Andrew McRae, Royal Dornoch.



The Royal Dornoch clubhouse and, inset, our tournament winners: back row, from left: John Duncan, Simon Crawford, Eoin Riddell, Scott Aitchison, Sam Morrison and Robert Napier. Front: Robert Patterson, Alan Ramsay, Iain MacLeod, Elliott Small and Gordon Moir

his staff, Robert Patterson and his team for producing a course at its splendid best, and the many sponsors who ensured that the prize table, in Captain John Duncan's view, almost rivalled Dornoch's own Trophy cabinet.

"It was a great golf course and a

great occasion," said Elliott Small. "Royal Dornoch Golf Club made us so welcome from the moment we first arrived, and some of us arrived on the Saturday for the Monday start till the last one left on Monday night – probably the Editor (*Not guilty. I think that*

honour might have belonged to Mr R. Patterson – Ed). We thank them all and also the hospitality of the local people who are so friendly and hospitable.

"What a place for the BIGGA National Tournament next time it's in Scotland," said Elliott.



Are BUNKERS really necessary?

Bruce Jamieson takes a look at bunkers – their role on the golf course and how to make the most of them

The definition of a bunker given in the Rules of Golf states, "... A bunker is a hazard consisting of a prepared area of ground, often a hollow, from which turf or soil has been removed and replaced with sand or the like. Grass-covered ground bordering or within a bunker is not part of the bunker. The margins of the bunker extend vertically downwards, but not upwards."

While Director of Agronomy with the PGA European Tour it was often said to me by greenkeepers that professional golfers seem to want the bunkers prepared in such a way that it actually reduces the penalty of being a hazard. Conversely people who organise golf tournaments point out that the bunkers on the golf course serve several functions and they should, if designed properly, demand that the player demonstrates his skill in avoiding them in the first place.

Bunkers are not just hazards they are used by some golf course architects to define the landing areas on the fairways, define distance, and visually enhance the appearance of the course. This can be seen on many courses, where bunkers are presented at 180 metres off the tee and are reasonably easy to play over, with more positioned at 275 metres which, although out of range for most players, define the landing area. Bunkers can also be used to protect certain areas such as the green on a short par-5 to ensure that if the player attempts to hit his second shot onto the green the ball must pitch on the putting surface.

"Prepared area of ground" indicates that bunkers should be raked, edged and weeded. A well-prepared bunker should tempt the player into trying to play the recovery shot on to the green or landing area but requires that he has the skill to execute it. If the depth of sand is excessive and the ball plugs the player will then be denied the option of playing a recovery shot and be forced to extricate the ball. Thus if the bunkers have excess sand in them or a sand that does not produce the desired type of playing surface all golfers will complain that they were unfairly penalised.

Today's sands are not always selected for their playing qualities but more often than not for their visual appearance, and this appears to be more prevalent on inland courses than the traditional links.

A considerable amount of research has been carried out by the Sport Turf Research Institute (to name one) on the ideal type of sand and the application that best suits the requirements of golf. Ideally it should fulfil certain criteria: (a) compatibility of sand to rootzone material of the greens; (b) the range of particle size; (c) the free drainage of the sand; (d) the firmness or stability of the sand once settled; (e) minimum surface crusting following rain; (f) depth of sand, (g) the lie of the ball once landed.

(a) The sand should be compatible with the rootzone material of the greens which may seem obvious but it is surprising how many new golf courses have a layering problem forming on the greens near the bunkers.

(b) The range of particle sizes should not be too narrow as they then tend to behave like a box of marbles and will never settle or compact. Sand should not contain stones or particles over one millimetre as these could both damage the club or cause injury to the player. Furthermore, larger particles and small stones can damage expensive mowing equipment on and around the greens.

(c) The sand should be free draining but using sand containing a high percentage of fine particles will result in flooding during heavy rain. ("Relief from casual water" applies according to the Rules of Golf).

(d) The firmness or stability of the sand once settled is important as a player will leave deep foot prints in soft sand when he enters and exits a bunker which in turn ensures that the cost of maintenance will be higher as wash down will occur more readily during heavy rain. The type of particle whether it is rounded or angular will have an influence on the stability of the sand and it should be recognised that hard silica sands are preferable to soft calcareous ones, as the calcareous sand will breakdown under constant weathering.

(e) Surface crusting after rain should be kept to a minimum. If the sand contains more than 3-5% clay, or if a calcareous sand has been

heavily weathered, surface crusting will be a problem ensuring that maintenance costs are high with raking being implemented several times as the bunker dries out.

(f) The depth of sand in the bunker is usually requested to be maintained at maximum depth of 50 mm in the faces or slopes and 100 mm in the base of the bunkers, in order to ensure that the sand was not deep enough for the ball to plug in it during a PGA European Tour event. (Preparation Guidelines of the PGA European Tour)

(g) The lie of the ball after landing in the bunker should ensure that the sand should be firm enough to absorb the impact of the ball but not so hard that it will bounce out of the bunker. Sand which is too soft should be avoided as the ball will plug or become embedded upon impact. Ideally, after landing in the bunker a ball should settle between 4-9 mm into the sand in order to test the player. Sands which do not allow the ball to settle present little or no penalty to the better player.

As it is expensive for a club to replace all the sand in the bunkers, it is important that it is not initially selected for its colour or price unless it produces the desired playing conditions when mixed with the existing material.

As golf course maintenance techniques have improved dramatically and changes in machinery designed to save labour, a higher quality finish on all playing surfaces, has evolved. Bunker raking machines can now be fitted with an assortment of attachments to edge, move the sand and rake it. Unfortunately with the advent of new machinery, new maintenance problems have arisen, resulting in damage at entry and exit points where design of the bunkers did not anticipate the use of machinery on the steep banks. Now winter months are taken up with bunker repair work, therefore losing some of the labour costs saved during the summer months.

Bunkers are an essential part of the game of golf, influencing the strategy, aesthetics and maintenance of the course while giving definition and protection.

■ Bruce Jamieson is the former Director of Agronomy for the PGA European Tour. He now runs his own golf advisory service and can be contacted on 01256 760870.



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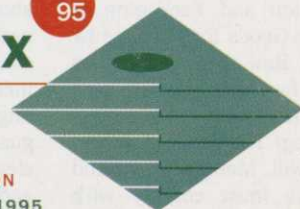


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CHEMICAL DISPOSAL

— accepting responsibility

Duncan Stewart advises you to show care when disposing of chemicals – as falling foul of new regulations could be extremely costly

When I was asked to write a piece on 'Golf and the Environment' I should have been told "write a book". This article is mainly on the Law as it affects you, the user, regarding chemicals in all their forms and waste, mainly hazardous waste. Yet again I have to write that many clubs and companies have not yet done their COSHH assessments or updated them. You have had years to comply and if you still refuse to carry out or update your COSHH, you will deserve to be prosecuted. COSHH is there to protect you and those who work for you, the club and the environment.

The Duty of Care

There are many Laws, enacted over the years that affect greenkeepers. Many of the more recent are beginning the job of cleaning up the world around us and trying to ensure that the waste from one person is not poison to another. The catch-all legislation is the Duty of Care, if nothing else catches you, this one will. You have a Duty of Care not only to those around you but to yourself, and the environment.

The carriage of dangerous goods by road and rail – CDG

The latest legislation which will affect you directly or indirectly, is The Carriage of Dangerous Goods by Road and Rail (Classification, Packaging and Labelling) Regulations 1994 which came into effect on July 1 1995. This Act and the earlier 1992 Act still in force, are supported by: Approved Carriage List, Approved Methods for the Classification and Packaging of Dangerous Goods for Carriage by Road and Rail to be known as CDG-CPL for short.

So you think this does not affect you? Wrong! The part in brackets certainly will. Manufacturers and distributors must comply with CDG-CPL together with CHIP

1994 legislation. Distributors in particular will have to ensure they comply when splitting outers of chemicals, check their labelling and ensure correct classification of all items of their deliveries. They will have to ensure the correct TREM cards are carried and display hazard plates when required by Law, these have been altered by CDG-CPL so that in many cases existing cards cannot be used.

You, as the user, are likely to have to pay these increased costs and when you have waste empties to be disposed of or transported, the onus is on you as the consignor, to re-label, classify by class number, quote the UN product number and package in a UN approved container prior to transport, the manufacturers label is not acceptable for transportation of waste. So you see what appears not to affect you most certainly will. Later I will explain how industry can and does help you.

The most central point the user must appreciate is that ignorance of the Law is no defence. Recent legislation places a personal responsibility on the individual as well as or instead of the club or employer. This can mean in extreme cases jail and most certainly unlimited fines on conviction. Waste in all, its forms, whether hazardous or otherwise is the responsibility of the creator, that is you the user of the products. You cannot delegate the responsibility even to the contractor who collects your waste. You must protect your position with the club regarding your personal liability.

The driving force behind most of this is the fact that the National Rivers Authority has to comply to the Government and EC drinking water standards by the year 2000, only four years away. At present the water companies test for about 20% of the chemicals in use under the general heading "Agrochemicals". Its testing will increase and if it finds further ongoing pollution, there is no guarantee that existing plant will clean the pollution. Agrochemical and Nitrate pollution gets into the system by leaching into the

ground water, leaking into bore holes, from spray run off or by drainage linked directly to ditches then straight into the river or streams, also by the illegal or improper dumping of waste. If waste is illegal or improperly classified and is tipped in an unlicensed or unprotected tip, then leaching will occur. There are too many examples of this, reported almost daily in the press.

How the Law affects a greenkeeper

You will now understand how the greenkeeper fits into, and influences, the environment for good or otherwise. As stated earlier I would need a book to explain it all but I will endeavour to explain how you can help yourself and receive support. Firstly adopt common sense practices, only use chemicals when you have to. In fact that is the Law. Use the correct chemical for the problem, use only the stated dose, mix enough only to treat the area required and avoid spray run off. Always follow the label recommendations and only spray at the correct time of year and when the conditions are right to avoid drift. Remember COSHH and your protective clothing. Be aware a plant can only take up the feed and chemical it can use. The rest will remain in the soil and on well drained soils will rapidly leach either into the ground water or into your drainage system which might be linked directly to the rivers or streams. Waste and pollution is not just that which you do not use but also can be, that which you do use.

The current United Nations legislation takes into account European recommendations and directives. In particular those developed by the UN committee of experts. UN Recommendation on Transport of Dangerous Good – The 'Orange' Book. This classifies the risk and as all products have to be transported at some stage, this affects you. All classified goods, as from July 1 1995 have to be packaged in UN approved drums or containers with the legal labelling and signs. There is, of course, a transition

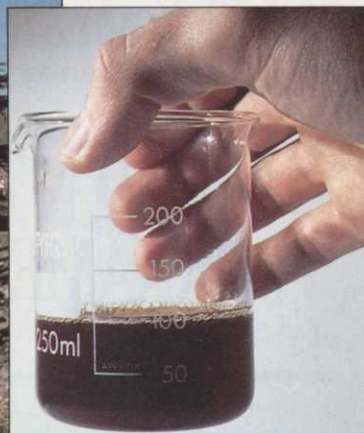
period and some exemptions, mainly regarding tankers and out of date products on the shelf. Storage of chemicals has been adequately covered in earlier articles, make sure you abide by The Codes of Practice. If in any doubt ask a consultant to visit and give a written report on storage of current stocks, empties and waste. While there, ask him to review and update, where necessary your COSHH.

As stated earlier, the supplier's labelling is not legal regarding the transportation and disposal of the waste. There is no grey area regarding full waste, whether solid or liquid. It has to be correctly classified secondary risks identified, re-packed or over packed into UN approved containers, labelled, sorted and packed for collection and that is your responsibility. Washings also have to be in either UN approved containers or holding tanks, as washings are usually mixtures, you will have to list all the chemicals in that mixture and identify the main risk. These will give the disposer and contractor some major problems and it may be necessary to have the contents analysed before transport and disposal and costs will be involved.

If you spray off on to sacrificial land the correct records must be kept, the site marked and plans kept, it is also likely that the area could be classified as contaminated land. You must also be aware of the products you use such as fuels, oils, filters, protective clothing, fertiliser bags and drums, dyes, markers, additives, de-greasers etc, these must be assessed by you and if necessary classified and disposed of in the legal manner. Be aware of solvent, oils etc. These are major pollutants.

Empty chemical containers

It is your responsibility to make sure all waste is legally and correctly transported and disposed of. CDG-CPL states that chemical containers falling within the Act are considered as full until they have been cleaned or purged so that there is no risk to the health or safety of any person. Fine you



The beaker contains enough active ingredient to poison this entire reservoir

say, wash it out say three times, dispose of the washings correctly – as stated earlier – pay a contractor who claims to take “clean” empties. Firstly read the contractors contract and exemptions then read the BM codes of practice and note all the exemptions. To be clean, the Law states that it must be guaranteed clear of contamination, including the lid and outer packaging. If just one container is contaminated by 5ccs hazardous waste, the whole consignment is designated as hazardous. You will probably have committed at least five offences, the contractor may say you were in violation of his contract, although he will also face prosecution. CDG-CPL also states that “Plastic containers cannot be reconditioned and have a maximum life of five years.” This refers to containers falling within the regulations. It is accepted and proved that present plastic containers absorb their contents. The Department of the Environment and the United Nations have conducted tests on most of the plastic containers available at present. The UN concluded that even after daily washing out of Agrochemical plastic drums over a period of six months, the plastic drum was not clean as defined by Law. It is only allowable to refill a plastic container with the same product but there is a risk of contamination as you cannot guarantee that every container returned has, throughout its existence, contained only one type of chemical. If rehilled the container must be labelled to the current legal standard and the age of the plastic container must be provable within the CPL-CDG regulations. Where Agrochemical products are exempt from the requirements of CPL-CDG and CHIP 2, it is often because they are regulated elsewhere for example under The Environmental Protection Act. Waste will also be subject to the general requirements of the

Health and Safety at Work Act. Under the EPA (1990) Act, waste producers must supply a written description of their waste, which will ensure that anyone who handles this waste has sufficient information to do so safely. You must be able to prove that any empty container is clean as defined by Law. It is unlikely you will be able to do so given the previous information.

Take advantage of those manufacturers who offer a free collection service for empty drums. Be aware it is still your responsibility to make sure the correct transportation and disposal Laws are obeyed by whoever collects your waste. It is wise to assume that even if you have washed out your empty containers that they are classified as hazardous waste and therefore the seven part Section 17 route should be used and a contractor who is licensed to carry both special and hazardous waste. If you do not sign or use a seven part Section 17 you must be sure that whoever is collecting is doing so legally and taking it to a site which is licensed to receive this type of waste, it is in your interest to establish these facts. If at a later date it is found not to be a legal disposal, it does not matter that you thought it was in order, or the contractor told you it would be all right, you can be held liable even after several years.

Help is at hand, use a collection service using the seven part, Section 17 system, that is a classification for the disposal of special and hazardous waste, it is audited and traceable from user to final disposal, the containers collected are listed and therefore no arguments. Do not remove any labels, do not cut up or deface any drums. Every contractor and disposer must know what the drum originally contained. The final disposer should and will refuse to accept “unknowns”, how can he know what bits of cut up contain-

ers contained? Some contractors using the Section 17 method will classify, label and re-pack where necessary, sort and label the load according to the new CDG-CPL regulations and although the responsibility is still yours, this will alleviate some of the work load the new regulations will involve. There is a cost, but it will save you time (which is money) effort and above all give you peace of mind that the job has been done legally. Keep all your records for at least as long as the Law states, it is recommended at least three years. Finally landfill

owners will have liability for any pollution resulting from their sites for years to come, the National Rivers Authority must comply by the year 2000 with regard to standards of drinking water. There are no cheap, easy solutions for you. In many ways you have to prove you have complied with the Law, not the other way round. Do it right first time, there may be only one chance and you know it makes sense.

■ *Duncan Stewart is Managing Director of Envirogreen Ltd and can be contacted on Lo-Call 0345 125398.*

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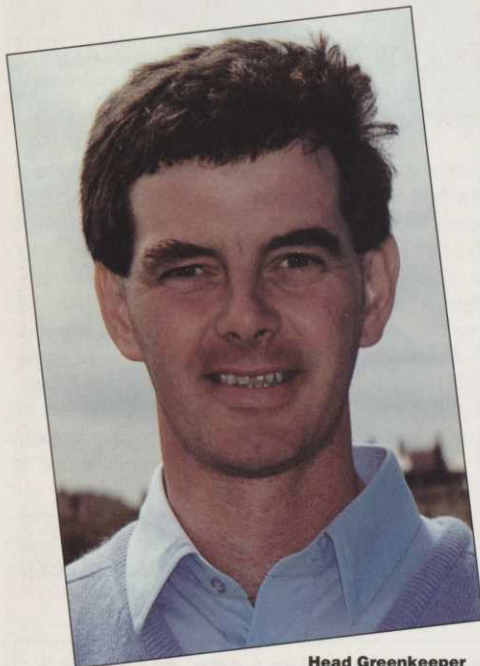
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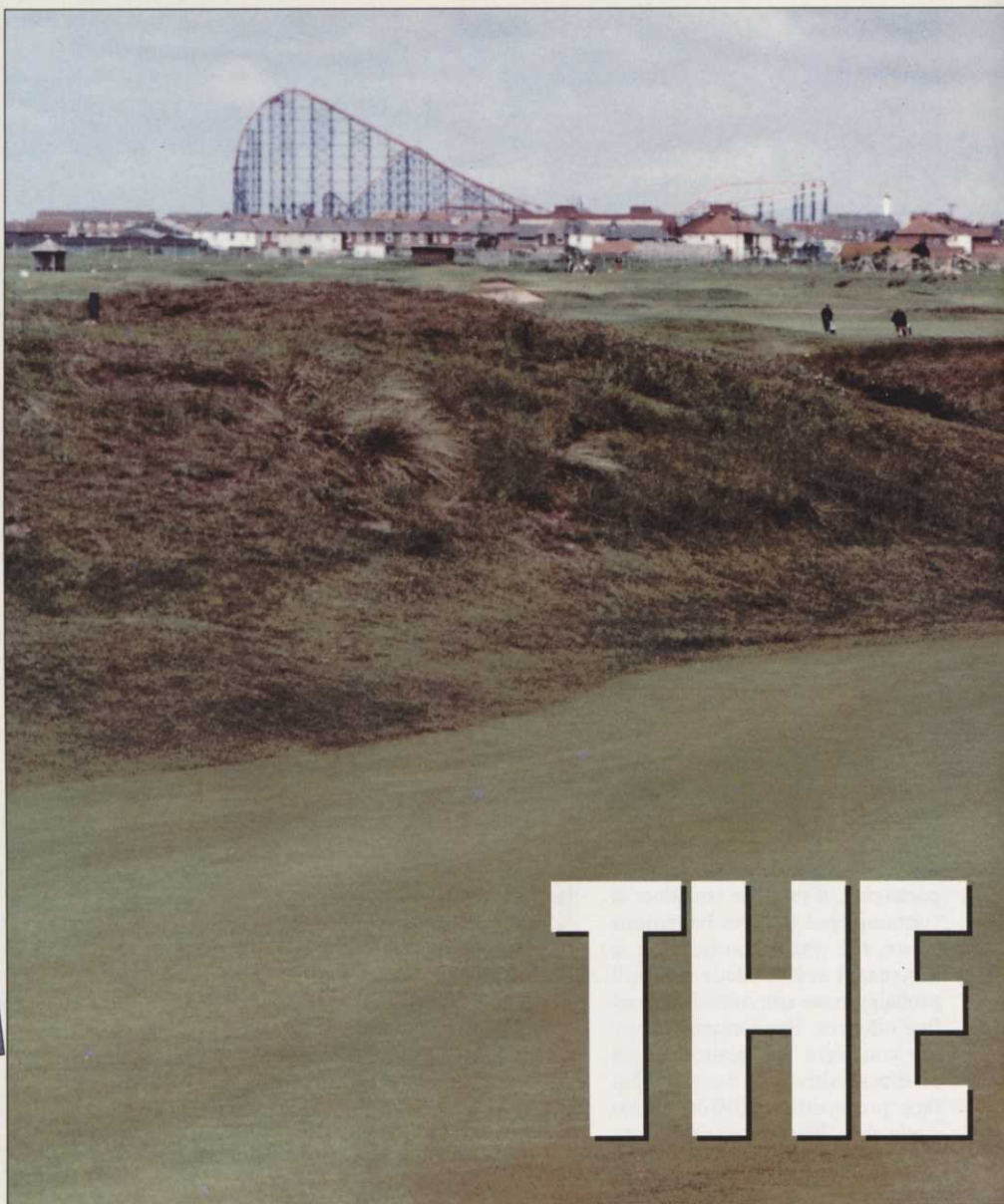


**Head Greenkeeper
Geoff Whittle and
his course –
complete with
famous landmarks
on the horizon**

St Annes Old Links is a test worthy of the National Tournament while the area's other attractions can also set the pulse racing, reports Scott MacCallum

The highlight of the golfing year is virtually upon us with the 1995 National Tournament and St Annes Old Links bracing itself for the arrival a host of golfing greenkeepers each possessing a swing honed to perfection. For months now rakes have doubled as 4-irons as grown men up and down the country pause from their work to create what they hope will be their glorious approach to the tough closing hole at St Annes setting up the birdie which would see them enter the history books as the 1995 Champion.

The National Tournament, major sponsor Miracle Amenity Care (formerly ICI/Zeneca Professional Products), is truly The Big One for golfing greenkeepers, but on this occasion the whole family can experience the thrills and spills of The Big One. For dominating the St Annes horizon, some three miles away on Blackpool Pleasure Beach is the world's tallest



THE

roller coaster, appropriately known as The Big One, so while great golfing achievements are being performed on the Links equally memorable daring deeds can be chalked up by the rest of the family.

The golfers will need no such distraction as St Annes Old Links is a superb golf course in every sense of the word and a great credit to its Head Greenkeeper, Geoff Whittle, and his team of five.

Geoff, who comes from one of the game's great golfing dynasties – his elder brother Chris is Head Greenkeeper at Royal Birkdale having previously been at Muirfield, while his cousin Derek Posselthwaite is head man at Formby.

"I started as an apprentice at Royal Birkdale and finished my apprenticeship at Formby. From there I went to Royal Lytham where I worked under Jimmy McDonald and was Course Manager at Northenden before arriving at St Annes," explained Geoff.

"I always wanted to come back to a links course as that is where I learned my craft and I enjoy the links style of greenkeeping. The fundamental difference is that on a links

course the main aim is to keep the grass alive while on a parkland course it is to keep it cut."

St Annes Old Links was founded in 1901 although golf will have been played over the land for well over 100 years.

Every hole has character and the course impressed no less a golfing legend than Bobby Jones who played the course during the 1926 Open. Apparently he was so taken with the 9th that he took detailed measurements in order to reproduce a hole of similar style in the States.

As with every course in the country there are particular areas which cause the green-keeping staff concerns. At St Annes it is the fact that it is laid out over an extremely tight piece of land which leads to a lot of wear and tear problems with the traffic confined to the same routes to and from tees and greens. "On occasions we have played the course in reverse which is fun and gives us a chance to route the traffic in a different way."

Another problem which has been afflicting the course this year has been rabbits, but Geoff believes they have now got on top of them.



BIG ONE

Illuminating: nearby Blackpool at night

Picture: Blackpool Tourism Services Department

"It's been a real epidemic this season but we put up a fence around three sides of the course as part of our winter programme and that seems to have stopped them. The fence is two feet under the ground and two feet above the ground.

"There is a nature reserve over the railway line and I think they kept sneaking onto the course from there."

This year Geoff and his team of Deputy Bob Bould, First Assistant Dean Briers, assistants Andrew MacDonald and Paul Cushing and apprentice Richard Draper have encountered the same weather problems as everyone else – a very wet winter coupled with the long dry spell.

"I'm glad I didn't drop the cutters during the brief spell of good weather in May when some of the members, having seen it at other courses, wanted it done because I knew from experience that summer hadn't arrived and sure enough we had frost a little while later."

It is a windy course, a par 72 6616 yard test, with the prevailing wind coming from the west, or across the course from left to right, so

the advice is to hone your draw to hold it into the breeze.

"There are not many holes down wind at all, perhaps only two. My particular favourite is the 16th, a short par-3 which I think is a little like the Postage Stamp at Royal Troon. The signature hole is, of course, the 9th, another par-3, with a 56 yard long green which can mean the difference of about four clubs," said Geoff.

The toughest hole is probably the 7th which at 447 yards into the prevailing wind tests even the longest of hitters if they are to board the green in regulation.

One excellent idea which St Annes has is not what it quite seems – a 19th hole.

"It's not the conventional 19th hole but a genuine extra hole measuring around 140 yards which allows us to work on one of the other holes and not inconvenience the golfers. In its normal guise the 19th is the chipping green, but in the winter it is in constant use as substitute to one of the regular 18.

"It really is a great idea and I think every club should think about having one if it's got





the room," said Geoff.

Care is taken to ensure that playing conditions at St Annes Old Links are as good as they can possibly be. The bunker sand comes from the beach but it's not quite as cost effective a measure as you might think. "The sand goes off to get cleaned and then we buy it back," explained Geoff.

The course is regularly used as an Open Qualifying venue when The Open is at Royal Lytham so Geoff will be preparing it for that role next year but in the mean time it is the National Championship – The Big One – which is exercising his mind.

"Having 70 or 80 of your peers

looking over your course is quite a thought but in many ways I'm looking forward to them coming to see it."

One thing though, Geoff will not be putting his local knowledge to good use as he will not be playing in the event. "There will be too much to do and I don't play much in any case," he explained.

The entire week is geared up to be a hit with everyone who attends with a prize table fit to make eyes water and ensure that no shots are dropped carelessly.

"I attended last year's tournament and saw how excellent it was but I am confident we can out do it this year," said Clive

Heginbotham, Miracle Amenity Care Northern Regional Manager. "It is a superb course and what's more with attractions like The Big One an ideal location for the rest of the family as well," he added.

Equipment at St Annes

Ransomes Greens Plex
 Jacobsen Greens Machine
 Ransomes 180 Triplex
 Saxon Triplex
 Toro 70 Triplex
 Kubota 3250 Tractor with front loader
 Two Ford 335 Tractors
 John Deere 755 Compact Tractor
 Hand machines

Timetable of events

Sunday July 30: Registration.

Monday July 31: The Fison's Bowl – 18 hole medal.

Evening: Miracle Amenity Care Evening – Lancashire theme open to all the family with Lancashire buffet (hotpot, black pudding and scouse) and a Lancashire folk group

Tuesday August 1: Standard Golf Trophy – 18 hole medal. 36 hole prize – 0-14 handicap – David Royle Cup, 15-28 handicap – Patisson Trophy. Best Gross 36 hole score – Toro Trophy. The Vitax Putting Cup – 18 hole putting competition.

Evening: Tournament Dinner with speaker Bill Beaumont.

Wednesday August 2: William Hargreaves Trophy (Sisis) – 18 hole medal. 54 hole best Gross Hardi Amenity Sprayers' Trophy. 54 hole best Nett Miracle Amenity Care Trophy. Afternoon: Prize giving and departure (around 5-6pm)

■ Anyone seeking further information regarding the event should contact Bert Cross on 0151 724 5412.

Accommodation information can be obtained from Samantha Flint at BIGGA Headquarters on 01347 838581.

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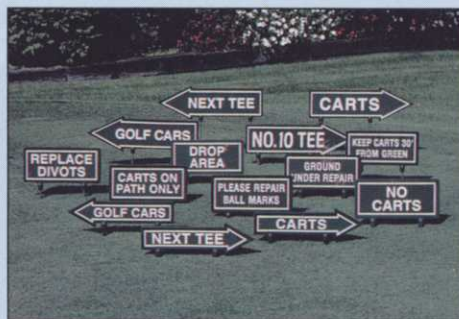


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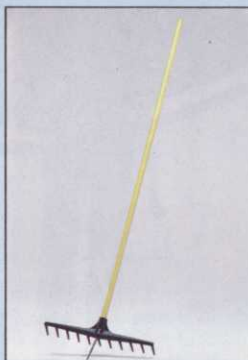
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KNOW YOUR RIGHTS

Calls to the Association's legal helpline - operated by lawyers from Hambro Legal Protection Ltd, continue to grow. Here, employment barrister Jonathan Waters considers some common problems concerning greenkeepers' employment



My employer has made a deduction from my salary for poor workmanship. Can he do this?

Unfortunately, this practice tends to be commonplace. Contrary to popular belief, an employer has no absolute legal right to deduct money from a greenkeeper's salary or fine a greenkeeper for poor workmanship or performance.

The law which is applicable here is set out in the Wages Act

1986. This provides that an employer cannot deduct money from a greenkeeper's salary or impose a fine unless:

- a) the written contract of employment contains a term giving him the right to do so; and/or
- b) the greenkeeper has given written consent to the deduction/fine prior to it being made

(as it can be imagined, this is extremely rare!)

If money is deducted from a greenkeeper's salary or if a fine is imposed contrary to the Wages Act, then a complaint may be made to an Industrial Tribunal. Industrial Tribunal proceedings must be issued on form IT1 which is available from the local Job Centre or Citizens' Advice Bureau) within three months of the date of the deduction/fine.

In addition, any greenkeeper, irrespective of his length of service, who claims that his employer has breached the provisions of the Wages Act and is dismissed as a result of making such a complaint can bring a claim for compensation for unfair dismissal at an Industrial Tribunal. In practice this protection places a greenkeeper in a very strong position and quite often the threat of legal action is sufficient to deter an employer from making a deduction/imposing a fine. A claim for unfair dismissal must be issued on form IT1 within three months of the date of the dismissal.

- the greenkeeper;
- b) the date on which the greenkeeper's employment began;
- c) whether any previous employment counts towards the greenkeeper's period of continuous employment with the club;
- d) the greenkeeper's job title;
- e) the scale or rate of pay and the intervals at which it is paid (ie weekly or monthly);
- g) the greenkeeper's holiday entitlement - including public holidays and how holiday pay is calculated in event of the greenkeeper leaving employment;
- h) whether the greenkeeper is entitled to sick pay;
- i) entitlement to a pension scheme;
- j) notice that the employer must give the greenkeeper to terminate the contract and the notice that the greenkeeper must give his employer to leave;
- k) the place or places where the greenkeeper is required to work;
- l) any collective agreement which applies to the greenkeeper;
- m) if the greenkeeper's job is not permanent the likely duration of the contract.

In addition, except where there are less than 20 employees at the club, reference should be made to any relevant disciplinary or grievance procedure.

If an employer fails to provide a statement then a greenkeeper may make a complaint to an Industrial Tribunal which, if it finds the complaint to be well-founded, will state the particulars which ought to have been given.

Interestingly, if a greenkeeper is dismissed as a result of asking for a statement then the dismissal will be automatically unfair regardless of the length of the greenkeeper's period of employment. In practice, this places a greenkeeper in a strong bargaining position.

■ The information contained in this article is for general guidance only. In the event of a member having any legal problem then it is extremely important that Hambro Legal Protection Ltd be contacted without delay. Hambro Legal Protection Ltd's telephone number is 01206 867775 and the service is available 24 hours a day, 365 days a year.

I am a head greenkeeper. I have been employed by my current employer for six years. During this time, despite repeated requests, I have never been provided with a written contract of employment. Is this lawful?

This is a problem which appears to be the norm in many golf clubs.

An employer is not obliged by law to provide a greenkeeper with a written contract of employment - indeed, in many cases the contract of employment is often purely verbal.

Although an employer is not obliged to provide a written contract of employment he is, however, required to provide a greenkeeper (whether full-time or part-time) with a written statement of main terms and conditions of employment within eight weeks of the greenkeeper commencing employment. The written statement must include, among other things, the following information:

- a) the name of the employer and

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