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■ The next edition of *Greenkeeper International* should be with you by August 10

GREENKEEPER

International



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JULY 1996

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Gearing up for his final Open

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Royal Lytham and St Annes, venue for The Open, from the air
Picture by Brian Morgan

FREE READER REPLY SERVICE

Use the post-paid Reader Reply Card facing Page 2 for further information on the products and services advertised in this issue. Just state the companies' Ad Ref numbers, post the card to us and we'll arrange for further information to be sent to you direct.



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GREENKEEPER

International

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The importance of image

The dictionary defines "image" as the "character of thing or person as perceived by the public." These are image conscious days with the media ever ready to promote and more often destroy images particularly in the field of politics, entertainment and sport. So, like it or not, we in the greenkeeping world need also to be image conscious both as a "thing" in this case BIGGA and "person", in this context read greenkeeper.

BIGGA, believe it or not, will soon be 10 years old and this is therefore a pertinent time to examine its image. Back in 1987 as a new organisation it had no image and the early years were spent in promoting BIGGA as the greenkeepers' professional body and indeed in explaining what the acronym BIGGA stood for. There was a fair degree of scepticism to overcome. Within the golfing world and particularly among those with an awareness of the internecine strife which had preceded the formation of BIGGA, many doubted the capability of greenkeepers to form and run their own organisation. Within a generally supportive industry there were those who stood back to see if BIGGA was building on a sound foundation. In the early days establishing a positive image was not easy as BIGGA was on a learning curve and there were difficult problems to overcome particularly in relation to two of our cornerstones, namely our magazine and exhibition. The Association came through the trials and tribulations of those formative years and



BIGGA in focus

BY NEIL THOMAS

today projects a positive image as a professional body representing its members for whom it provides a wide variety of services. Image has considerable significance in promoting the Association within the world of golf. Above all, and with a fair degree of success, BIGGA promotes professionalism among its members and its standing in the golfing world has advanced very significantly in recent years. That is not to deny that there remain sceptics whose image of the Association is that of a trade union. In marketing the Association we will continue to accentuate the positives in the view that eventually even the most diehard of critics will come to see that our professional image is no mirage and that behind it is an organisation enhancing the status of greenkeepers and their profession.

What then of the individual greenkeeper? Here we can look back over ten years and a marked difference in image is apparent.

Perhaps this is best exemplified when one looks at our major gathering, the BTME. So many of our members these days attending the BTME project a professional image both in appearance, in the manner in which they conduct themselves and in the demonstration of their knowledge and technical expertise. Some, of course, do not do themselves justice but the balance of the pendulum has swung as these now tend to be in the minority which perhaps was not the case ten years ago. Education and training has played a major part in the transformation which has undeniably taken place while the emphasis placed by BIGGA on professionalism has clearly brought about results. There can be no doubt that modern standards demand that the greenkeeper who is going places will need to be well groomed, articulate, knowledgeable and yes, image conscious. These attributes will become increasingly necessary in a competitive world. As I travel around the country to greenkeeper gatherings it is possible to assess the change of attitude in 10 years particularly in reference to dress code. Many more greenkeepers now proudly display the BIGGA blazer and badge appreciating its relevance in image terms both for themselves personally and in the recognition it secures for their association. Image is important for them, too, back at their golf clubs and not only in terms of their personal appearance in a club house or committee room

scenario. Do the facilities for greenkeeping staff and equipment pass muster? Are they clean, tidy and efficient? If so it can do much for the team's image. Out on the golf course a small investment in practical but professional looking working apparel can do wonders for the image with the club members out playing the golf course.

Talking of those club members what image do they hold of the greenkeeping team at your golf club? Too easy is the image of the guys who hold up play while they work on the course and invariably are responsible for every golfer's bad round when the greens were too fast or too slow and generally unplayable. Greenkeepers can all too easily become similarly negative in response. Communication with club members is important. Taking trouble to talk with them and post information on the club's notice board will prove image enhancing as will persuading the Chairman of Green and his Committee to hold meetings with club members where the Course Manager can project his staff and their work in a positive light.

So there we have it. We live in an image conscious age – like it or loathe it. Within BIGGA we recognise its importance and will continue to work at enhancing a positive image. For the individual, too, image will continue to be important. While the old maxim of "by their deeds ye shall judge them" remains very apposite, the right image is and will remain important.

Former Northern President dies at 84

It is with regret that we report the sad death of Bill Mountain, President of the Northern Section of BIGGA (and formerly BGGGA) for 36 years. He was 84.

Married to Emmie for 56 years they had three children, Alan, Susan and Andrew and five grandchildren. He was also a keen sportsman and played cricket, billiards and golf.

Bill worked at Thomas Greens in Leeds and then

started his own mower business in 1946. One of his first agencies was for Villiers Engines and he subsequently became main dealer for Ransomes, Sisis and Cushman.

He worked hard to build and develop his business and became successful and well respected by all who knew him.

He was always a keen supporter of the Greenkeepers'

Association and was a popular figure at many events around the country. He will be very sadly missed by all his friends and colleagues in the greenkeeping business.

The Northern Section, together with Bill's family, have purchased a trophy in his memory and The Bill Mountain Memorial Trophy will be played for annually on President's Day.



Bill Mountain and his wife Emmie

As I see it...

BY DEAN CLEAVER
BIGGA CHAIRMAN

Since becoming Chairman in January I've travelled up and down the length of the country and I've often been asked by members why don't I have a regular piece in the magazine.

Well, in response to that I will now have a regular column in *Greenkeeper International* and I am looking forward to sharing with you a few of the experiences I have during my year in office and my thoughts on some of the matters which concern us all as greenkeepers.

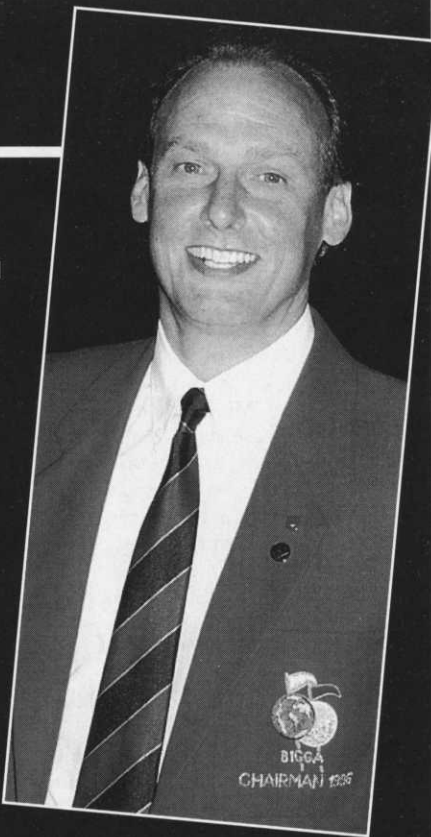
In the past month I've had the pleasure of attending two Hayter Regional Finals. My visit to Royal Aberdeen, where Sam Morrison and his team do a wonderful job, was my fourth visit north of the border since January and as ever the hospitality was second to none. Benton Hall, which unfortunately I was unable to play but which looked superb, was my first visit to the South East Region.

It was also the first chance I had to meet our new Sales and Marketing Manager James McEvoy. I am sure he is going to be a superb addition to the staff and I hope that you will support him in the many new ideas he will bring to the Association.

The June Board Meeting was further proof of the success of the new Constitution with the reduced board working well. It also marked the first meeting for new Board member David Milbourne – another good signing!

It's hard to believe that we are already in June. Looking at my first six months, a high point has been the success of FEGGA – the Federation of European Golf Greenkeeper Associations – and I was honoured to be elected Chairman. FEGGA's success will be a major step forward for the industry.

This month I am looking forward to The Open at Royal Lytham and St Annes and I would like to take this opportunity to wish Jimmy MacDonald and his team every success for the week.



NEWS



Peter Bell rings the Jacobsen changes

Jacobsen E-Z-GO's new General Manager has not taken long to get up to speed in his new role.

In the few weeks since taking over the chair in the company's Kettering office vacated by Rene Orban, who moved to Kubota, Peter Bell, pictured, has already initiated a number of new marketing activities including the "you won't have to pay 'Whole in One'" scheme, based on Ford Motor Company's Options plan, which gives flexible finance options on the LF 3810 fairway mower.

"I have joined Jacobsen at a

very exciting time as our new European operation takes shape. I am one of a team of people committed to confirming Jacobsen's position as a global player in the market place," said Peter, who joined Jacobsen from his previous position as Sales Director of Karcher.

"Our traditional market sector has become exceedingly competitive and I think it is important to look to new opportunities that exist for our product range across a wide variety of market sectors."

Greenkeeper wins Duke's top award

Warren Jones, assistant at Northenden GC in Manchester, has just achieved his Duke of Edinburgh Gold Award.

Among the activities 25 year-old Warren did to achieve the prestigious award were abseiling, working at a local hospital, working backstage with a drama group, undertaking an expedition to Snowdonia and attending a three week outward bound

course in the Lake District.

He also won a competition to build a raft which was then used to win a race against another group.

Warren received his award from the Duke of Edinburgh at St James's Palace.



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- Glenmuir shirts (range of colours and sizes).....£17.95

TIES

- New BIGGA ties£5.95

BLAZERS

- BIGGA blazers.....£87.95
- Badges£9.95



Walrus slipover: Free when you buy a Walrus rainsuit or just £17 if bought separately

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Fatigue is a terrible thing... Particularly on the golf course. Colin Montgomerie blamed it on his final hole slumps in the English Open and no doubt the US Open. Had he been fresh he might have had both these titles in his locker and his bank balance would have swelled by another half a million. But he was overgolferd.

Now spare a thought for Kim Macfie. If anyone has a right to feel overgolferd it's Kim, and it happens at the same time every year. Come the Hayter Regional Finals Kim dusts off his Pings, climbs into his spikes and he's off, like Mel Gibson in Braveheart, into battle.

Last month he was there, partnering Harry Diamond against Dean Cleaver and son Hamish – just before his wedding – at



Prize winners at Benton Hall

Royal Aberdeen. Days later he carried the Editor to a historic Scottish victory at Benton Hall in South East Region over the two "new boys" James McEvoy and David Briggs, of BIGGA and Hayter respectively. A win

avenged two weeks later at Wembley. The fact that it was David's first ever full round of golf had no bearing on the result, particularly as it was only poor putting which prevented him from winning the opening hole.

With barely a moments rest Kim was on to Salisbury & South Wilts for another match this time in the company of John Pember-ton of BIGGA. By now tiredness was kicking in and Kim just couldn't carry his aching body beyond the 9th green and had to seek sanctuary in the bar.

● The Macfie tartan was in evidence at the wedding of Hamish Macfie and Dawn in Hertfordshire at the beginning of June. No doubt they're just back from their honeymoon. In Barbados! Lucky pair. Congratulations from all at BIGGA Headquarters.



Topic for everyone on Greens day

Around 150 attended the Greens day of the Sisis Grounds and Greens 1996 Seminar at Murrayfield last month.

They were treated to a well balanced programme of speakers who covered subjects as varied as course construction in southern Europe, the name game, ecology, aeration and work on the Old Course.

The morning session was kicked off by Bill Elwood, Grounds Manager at Murrayfield Stadium who described the changes which have turned Scotland's national rugby stadium from good to one of the foremost and most magnificent sports arenas in Britain.

David Lucas, Golf Course Consultant, talked on "Building and Growing on Courses in Southern Europe" based on his experiences in a number of countries, including Greece.

The advantages of such work are the weather but the down side was that there was limited machinery, staff were not golfing orientated and materials were hard to come by.

Duncan McGilvray, Course Manager at Letchworth Golf Club, spoke on "Head Greenkeeper or Course Manager – What's in a Name". He said that the public perception of a Head Greenkeeper was a man in overalls holding a rake while a Course Manager was seen as wearing a blazer and tie. The Course Manager is seen to be a supervisor, planner, delegator, trainer and decision maker while the Head Greenkeeper was seen as someone who cuts grass or someone who supervises others to cut grass.

Anthony Davies, Head Greenkeeper at Prestbury Golf Club and one of the country's Master Greenkeepers, talked on "Golf Course

Ecology" and talked of how, as part of the club's ecology programme he had felled trees on the course which had not originally been on the course but grown up over the years and how natural plants had returned, including broom and bluebells. He explained how he stockpiled decaying trees rather than removed them because they provided food for woodland creatures.

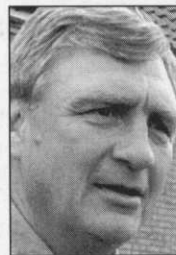
After lunch during which delegates had time to visit the exhibition stands outside the stadium, Steve Isaac, Scottish Regional Agronomist for the STRI, spoke on "Aeration – The Foundation of Turf Management" and outlined the problems which developed from not instigating a policy of regular aeration including hollow tining and slitting.

Eddie Adam, Head Greenkeeper on the Old Course St Andrews, gave a highly amusing and informative talk on "Keeping the Old Course Up to Scratch". He explained that for the 99 holes at St Andrews there were 42 greenstaff and on the Old Course itself there were nine full time staff including himself and 12 OAP divot fillers.

He said that it took two years to prepare for an Open Championship and two years to recover fully from it and described the work done on revetting some of the 112 bunkers on the course one of which, Shell Bunker, took 6,000 turfs and a month to complete.

Exhibitors included Richard Aitken, Alletts, Barenbrug, Briggs & Stratton, Ifor Williams, Jacobsen, Kubota, Levington, Lloyds, Miracle Professional, Mommersteeg, Prime Watermen, Rhône Poulenc, Rigby Taylor, Ruffords, Sisis, Souters, Stewarts, STS and Tildenet.

Rugby fame of new man



The second employed Regional Administrator, who will take up his position in the Midland Region next month, is a man who may be known to rugby union followers up and down the country.

Peter Larter, who comes to the Regional Administrator post having served in the RAF for over 34 years achieving the rank of Squadron Leader, played for England for six years and was a member of the British Lions touring party to South Africa in 1968.

On the golf front, he has played representative golf within the RAF and been a single figure player since 1971. He was also responsible for the construction and development of the RAF Henlow Golf Club.

His rugby administration experience is vast and includes membership of the English Rugby Football Union Full Committee while he is currently Chairman of the Laws Advisory Panel and a member of the National Playing sub-committee, a Midlands Division selector and on the General Committee of Northampton, who have just returned to Courage League Division One after winning every match on their brief visit to Division 2.

"I am looking forward to working for BIGGA and getting to know, and helping whenever possible, the greenkeepers within the Midland Region," said Peter, who lives near Huntingdon in Cambridgeshire.

Chance for all greenkeepers to advance their careers



Education Update
BY KEN RICHARDSON

This month sees the deadline for this year's Aldwark Manor four-day Supervisory Management Courses. Remember, that these Courses are not just for supervisors and managers to improve their skills but also for the supervisors and managers of tomorrow. In a time of change it is becoming more and more important for all greenkeepers to have up to date supervisory and management skills and these, intensive, four day courses have proved to be very successful in training greenkeepers in supervisory management skills. Book your place NOW to ensure that you are not left behind.

Aldwark Manor Supervisory Management Courses-1996

Module 1: Managing People October 7-11

– Computing for greenkeepers, time management, team building, motivation, delegation and leadership skills.

Module 2: Managing People October 14-28

– Listening and questioning skills, appraisal, assertive communication, constructive feedback, grievance and discipline, further computing for greenkeepers.

Module 3: Managing Operations and Resources October 21-25

– Resource planning, estimates, budgets, quality care, competency based training, portfolio development and computing for greenkeepers.

Module 4: Managing Information October 28-November 1

– Memos, letters, report writing, managing meetings, communication skills, presentation skills and computing for greenkeepers.

Module 5: Managing Finance, Management of Health and Safety, Recruitment and Selection-November 4-8

– Controlling budgets, expense reports, cash flow forecasting, computerised accounts, health and safety management, interview techniques, employment law, race relations, equal opportunities and computers in management.

The cost of each course, which includes all food, accommodation, tuition and access to individual computer terminals is £426 + VAT.

Apply today to reserve your place.

Regional Supervisory Management Courses

Applications are flooding in for these very popular training courses. Make sure of your place by calling BIGGA HQ NOW.

Regional Supervisory Management Courses 1996/97

Essential Management Skills for Greenkeepers

– Ideal for all greenkeepers wishing to improve their general management skills.

Inchyra Grange Hotel	Falkirk	October 1/2 '96	Frank Newberry
Master Robert Hotel*	Hounslow	October 16/17 '96	Frank Newberry
Royal Clarence Hotel	Exeter	October 23/24 '96	Frank Newberry
Slieve Russel Hotel	Ballyconnell	November 18/19 '96	Brin Bendon
Moat House Hotel	Washington	February 10/11 '97	Brin Bendon
Moat House Hotel	Peterborough	February 13/14 '97	Brin Bendon

COST: BIGGA Members £50 per delegate, all inclusive.

Non-BIGGA members £150

Budgeting and Finance for Greenkeepers

– Introduces and develops the essentials of financial management

Old Ship Hotel	Brighton	October 14/15 '96	Frank Newberry
Moat House Hotel	Bournemouth	October 21/22 '96	Frank Newberry
Slieve Russel Hotel	Ballyconnell	November 20/21 '96	Brin Bendon
Waterton Park Hotel	Wakefield	November 11/12 '96	Brin Bendon
Quality Friendly Hotel*	Walsall	November 28/29 '96	Brin Bendon
Inchyra Grange Hotel	Falkirk	October 3/4 '96	Brin Bendon

*Note location change

COST: BIGGA Members £75 per delegate, all inclusive.

Non-BIGGA members £150

Golf Course Health and Safety Management

– Does your club meet the requirements of the Health and Safety at Work Act? Find out by attending one of these courses, which cover policy, risk assessments, manual handling etc.

International Hotel	Ashford	October 16/17 '96	Jon Allbutt
Thornbury Golf Centre	Bristol	October 23/24 '96	Jon Allbutt
Moat House Hotel	Nottingham	November 12/13 '96	Jon Allbutt
Moat House Hotel	Blackburn	November 5/6 '96	Jon Allbutt
Inchyra Grange Hotel	Falkirk	October 3/4 '96	Douglas Shearer

COST: BIGGA Members £75 per delegate, all inclusive.

Non-BIGGA members £150

Essential Presentation Skills for Greenkeepers

– Whether it's presentations to committees, seminars and conferences or you just need to improve your verbal presentation skills then this course is for you.

Old Ship Hotel	Brighton	October 29/30 '96	Frank Newberry
Aldwark Manor Hotel	Aldwark	November 25/26 '96	Brin Bendon

COST: BIGGA Members £75 per delegate, all inclusive.

Non-BIGGA members £150

Each of the courses is linked to N/SVQ Level 3 Supervisory Units.

All applications together with a deposit for £10 must be at BIGGA HQ by 16 August 1996.

Remember, the costs of all of these courses is kept at such a very low level by subsidies from the BIGGA Education and Development Fund which is supported by our Golden and Silver Key Circle Members.

Toro/Lely/PGA European Tour Student of the Year Competition

Students entered for this Year's Competition will soon be receiving invitations to attend the Regional Finals. These will be held at:

Scotland	September 9	The King James Thistle Hotel	Edinburgh
North	September 10	Novotel	Bradford
South East	September 11	Watermill Hotel	Hemel Hempstead
South West	September 12	Gloucester Moat House Hotel	Cheltenham
Wales	September 12	Gloucester Moat House Hotel	Cheltenham
Midlands	September 12	Gloucester Moat House Hotel	Cheltenham
Ireland	September 10	Novotel	Bradford



Scottish National Tournament winners – and their silverware

Tournament an example of links golf at its very best

Golf Club House, Elie, was the venue for a wonderful Scottish National Tournament last month and was an opportunity to play links golf at its absolute best.

The course was in magnificent condition thanks to Head Greenkeeper Brian Lawrie and his team and the weather meant that, with no wind, the main problem for the competitors was coping with the hard, lightning fast greens – slippery as an Elie, I suppose you could say.

An excellent turnout of around 80, including many members of the trade, took to the 1st tee – which is notable because of the huge periscope which enables the starter to see when the fairway is clear – and were faced by many excellent and memorable holes including some right down by the water's edge.

Scottish Region Chairman Sam Morrison presented Walter Woods with a picture...of Turnberry, in recognition of all the work Walter had done for Scottish greenkeeping. (Elliott Small was quick to point out that the Turnberry picture was to complete Walter's set).

On a sour note the day was



Sam Morrison presents Walter Woods with a picture of Turnberry

marred for two of the competitors, James Manuel and Michael Lindsay, who had their clubs stolen from the front of the clubhouse. It is a common problem in the area at the moment, apparently.

"I would like to pay special thanks to our patrons. Not only do they support us but they even come along and suffer with us. We appreciate all their support all through the year," said Elliott Small, Scottish Regional Administrator.

Sam Morrison paid tribute to the quality of the golf course as well as the magnificent food and the excellent service provided by Chef Brian McCusker and his wife, the Club Mistress Frances.

The prizes were presented by

the Club secretary Sandy Sneddon.

Results

- SGGA Challenge Cup (Best Scratch). Gary Tough, Carnoustie, 73.
- Friendship Trophy (Best Nett). Sean Jaffray, Strathmore, 68.
- BIGGA Challenge Bowl (Best Head Greenkeeper) Stuart Taylor, Glasgow, 74-4-71.
- M&M Trophy (Best Assistant) James Sievwright, Auchterarder, 76-5-71.
- Souter Trophy (Best Apprentice) Sharon Lawrie, Elie, 93-19-74.
- SIGGA Trophy (Best Veteran) Walter Woods, St Andrews, 78-5-73.
- Ransomes Trophy (Cat 1) 1. Kevin Peace, Inverurie, 74-4-70, 2. Iain MacLeod, Tain, 75-4-71, 3. Gordon Kerr, Gleddoch, 81-8-73.
- Pattison Trophy (Cat 2) 1. Gordon McKie, St Andrews, 83-11-72, 2. Barry Cameron, Inverurie, 84-10-74, 3. Kenneth Smith, Scotsraig, 87-13-74.
- STRI Trophy (Cat 3) 1. Robert Hogarth, Innerleithen, 89-19-70, 2. Colin Scott, Glasgow, 92-19-73, Wilson Morrison, Alford, 91-18-73.
- Trade Prize. Stewart Aird, Souters, 89-23-66
- St Mungo Trophy. North Section A new trophy was presented in memory of Norrie Whytock, formerly Scottish Region Sales Manager for Rhone Poulenc.
- Norrie Whytock Memorial Trophy. 1. North Section Team 212, Kevin Peace, Barry Cameron and Sean Jaffray. 2. Central Section Team, 223, Brian Lawrie, Archie Dunn and Stuart Smith.

FLYING DIVOTS



■ IPU has appointed of Sue Hadden, pictured above, to co-ordinate areas of the company's development programme. This new position has been created as a result of the addition to IPU's product range of Hoaf and Weed Wand chemical free-weed control equipment, plus the SubAir underground aeration system.

Commenting on the appointment, Managing Director, Robert Beebee said, "In the present trading conditions, our customer base is very important to us. We have to ensure that all the lines of communication run smoothly and this will be part of Sue's role."

■ The English Golf Union has relocated to its new headquarters at the National Golf Centre at Woodhall Spa in Lincolnshire and can be contacted at: The National Golf Centre, The Broadway, Woodhall Spa, Lincolnshire, LN10 6PU Tel: 01526 354500 Fax: 01526 354020.

■ Carol Dutton, Senior Advertising Executive on *Greenkeeper International*, and one of the longest serving members of the BIGGA staff, is leaving the Association.

Carol, who has been with BIGGA for five years, is to take up a position with the Yorkshire Post group of newspapers and magazines.

"I will miss all the friends I have made within the greenkeeping industry but felt that this new opportunity was one not to be passed over," said Carol.

"Carol's drive, enthusiasm, and selling ability has been a major factor in the success of *Greenkeeper International* over the years and she will be sadly missed," said Executive Director, Neil Thomas. "I join everyone at Aldwark Manor in wishing her every success for the future."

Accolade for Hayter mower

After being nominated by readers of a trade magazine, for inclusion in its annual product awards, the Hayter Double 3 mower won "Best of the Pedestrian Category" and went on to be judged "Best Product of 1996".

The Double 3 machine impressed the judges with its ability to either mow, with side discharge, collect in 88 litre grassbag and mulch extremely effectively. Coupled with its robustness, finish of cut, ease of use and its attractive price of £529 made the machine a clear winner.

Primarily designed for the domestic market the Double 3 has a very firm following in the contractor/local authority market.

Portuguese greenkeeper scoops NVQ award

Cannington College Student Francisco Bello has recently become the first Portuguese Greenkeeper to achieved NVQ Level 2 in Greenkeeping and PA1 and PA2A FEPA Spraying certification after completing a two year block release course at Cannington.

Francisco, a National Portuguese Rugby Player, whose promising career was curtailed due to a car accident had to find a new vocational career. He opted to take a course in Golf Greenkeeping but was unable to find a course at a Portuguese College.

Cannington was the only College to responded positively to his enquiries. The excellent greenkeeping resources developed at Cannington enabled the college to provide practical experience and the theoretical elements required of the NVQ, at the same time support was

provided to help Francisco overcome the language barriers.

Francisco has now returned to Portugal and is employed on a short term contract with a golf course irrigation company while seeking permanent employment within the Portuguese Golf industry.

Students take steps in the right direction

A total of 13 First Assistants, Deputies and one Head Greenkeeper are easing their way towards NVQ Level 3 Amenity Horticulture (Greenkeeping) Supervisory Course at a series of classes at Oaklands College at St Albans.

The group, with Duncan McGilvray as tutor/mentor, learn to understand the language of NVQs, build and develop a portfolio of evidence to achieve the Level 3 award and understand the other factors which have an influence on managing a golf course.

To assist, guest speakers including other Course Managers, Secretaries, Architects, Agronomists, the Trade, BIGGA, EGU and the GTC give talks.

Among the other activities have been mock Green Committee meetings, comprising other Course Managers, at which appeals for more staff and more machinery are made.

The course was designed with the help of two university professors and is aimed at greenkeepers who already have the experience to achieve level 3 but require the portfolio of evidence.



The Oakland College students, with Duncan McGilvray, front row, second left

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