# General requirements for golf clubs and greens staff

by Tony Rees MIOSH, Health and Safety Consultant & Senior Instructor with ATB Landbase Training Services.

This month I will concentrate on the employers duty to others and the duty placed on persons who design, manufacture, import or supply any article or substance for use at work.

#### **Employers Duty to Others**

Section 3. "An Employer or Self Employed person must not expose a Non Employee to a risk to health and safety who may be affected by the activities of the employer's business."

Employers and the self employed have a duty to conduct their Undertaking to ensure that any non employee eg Visitors, Contractors or Public are not exposed to any risk to their health and safety. They must also, when prescribed by an regulation provide information to non-employers about how the undertaking may affect their health and safety.

The above section requires employers and any self employed individual to ensure SO FAR AS IS REASONABLY POSSIBLE the health and safety of anyone not in their employment. In the context of golf clubs this includes:- Members of the Golf Club; Contractors working on the grounds or buildings; Visitors to the club and Members of the public.

We must take account of any work that is being carried out and identify if this work will affect the health and safety of any of the above. For example, if machinery is in use which could endanger others we must ensure so far as is reasonably practicable that we inform all persons, likely to be involved, of the hazards and the possible risks associated, or, if we are using chemical sprays or similar, that account is taken of the non members of staff and how they may be affected by these substances. In some instances signs and notices should be prominently displayed warning of the work that is being undertaken or the areas of work cordoned off. This is particularly important if there are any footpaths and/or rights of way that permit public access.

We should also remember that this section of the act places a duty on contractors or the self employed not to expose us, our staff, club members or any others to any undue risks from their work. This should be achieved by ensuring that they carry out a risk assessment on the work to be undertaken before the work commences and convey all this information to us.

Section 4. Duty of persons in control of premises and sites to non employees.

Those persons in control of premises and sites must provide safe Access/Egress and ensure that the premises and site are safe for use and also that Plant and Substances are safe for non employees' use.

Which will mean that we must ensure that all equipment provided by us and



used by nonemployees is safe for

them to use for example a powered golf buggy. We should also ensure so far as is reasonably practical that all this equipment is used safely. For example, if someone overturned a golf buggy on sloping ground, the buggy which we had permitted them to use without ascertaining their competence, we could be deemed to be responsible.

This will also apply to building use, the clubhouse and changing facilities must be so far as is reasonably practicable be safe for all users by ensuring that the access and egress is adequate, electrical systems and equipment are safe and the structure of the buildings themselves are safe for use.

It is important that when we have contractors working on our site we should ensure that they use their own equipment for the work they are undertaking. This is an important factor as we can ensure that the equipment they use is safe but as they are not directly under our employ we can not ensure that they are competent to use the equipment and this is a major factor which should be considered by all contractors.

Duties of Designers, Manufacturers, Importers and Suppliers

Section 6. The duty of any person who designs, manufactures, imports or supplies any article or substance used at work shall be to:- ensure they are safe and without risks when used at work; carry out any tests and examinations as may be necessary; provide any information about the safe use of the product and anyone installing or erecting the article you use at work has the same duty to ensure that on completion the article is safe to use.

The above section of the act requires persons who design, manufacture, import or supply

equipment or substances to ensure so far as is reasonably practicable that the articles or substances supplied are safe and without risks to health and safety.

This means that anyone supplying equipment must ensure so far as is reasonably practicable that all dangerous parts on equipment are guarded to the required standard (BS 5304 Safe Guarding of Machinery) also they must provide information on the safe use and maintenance of the machinery. They should also indicate the presence of any hazard (noise, fumes etc) which could be present with the machinery. the safe use of machinery will be covered in future columns.

With substances supplied for our use we should be provided with a Substance Health and Safety Data Sheet which will give us information to enable us to take the required precautions and enable us to use the substance safely. This will also enable us to comply with the Control of Substances Hazardous to Health Regulations which we will also be covering later.

Next month we will look at employees duties.

■ Further information on training courses and consultancy contact ATB – Landbase Training Services – Jean John on 01282 617466 or Tony Rees on 01686 622799.



Usually the spotlight falls on the Course Manager or Head Greenkeeper at a Club. Now it is the turn of those whose work often goes unheralded to star...

Name: Robert Purll

Age: 26

Club: Wildernesse Golf Club

Position: Assistant Greenkeeper

#### 1. How long have you been a greenkeeper?

Six and a half years

2. What education are you currently undertaking?

NVQ Level 3

#### 3. Which one task do you most enjoy doing?

Construction and renovation

4. Which one task do you most dislike doing?

Divoting fairways

#### 5. What job other than greenkeeping might you have ended up doing?

Banking

#### 6. Who has been the biggest influence on your career?

Wildernesse Golf Club

#### 7. What would you do to improve the life of a greenkeeper?

More money and fewer golfers!

#### 8. What are your hobbies?

Gym, golf, reading and socialising

#### 9. What do you get out of BIGGA?

Golf, education, magazine, seminars

10. What do you hope to be doing in 10 years time?

Course Manager.

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Bruce Jamieson formally Director of Agronomy with the PGA European Tour has now formed the above company offering expe advice on:

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  Tournament preparation and presentation
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Contact: Bruce Jamieson 10 Ashlea, Hook, Hampshire RG27 9RQ Telephone 01256 760870



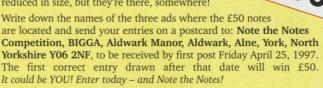


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Judges' decision is final. Not open to BIGGA staff.

**David Denyer, First Assistant at Slinfield Park** Golf and Country Club, was the lucky winner of last month's competition. A crisp £50 is on its way. YOU could be the next winner - get searching now!

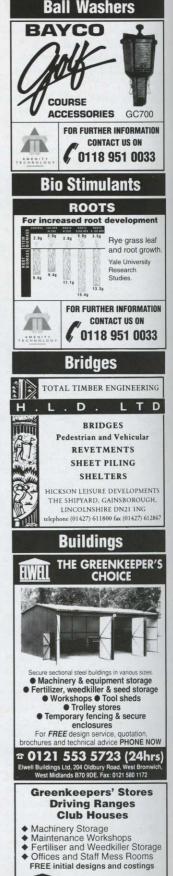


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Cockleshell





**Roger Hart** 

# Classifie

#### **Machinery For Sale**

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#### **D&E TURF**

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DescriptionPrice £ +VAT
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Toro Workman Ex Dem12000
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Toro Hydroject Ex Dem15000
Toro Fairway Aerator12000
Sisis Hydraulic Veemows (3) 1750
1.5mtr Verti Drain
Shelton Trencher & Conveyor1500
Express Dual cylinder grinder1500
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Tel: 01388 608620 Fax: 01388 609552

#### **G E Adamson Grass Machinery** Ryan Greensaire 24 hollow corer. £3250 Ransomes Super 51 Certes ... £1150 Ransomes 180D diesel triple-fixed or floating heads.... £2950 Ransomes TM80 slitter – new 7" blades or spoons ... £875 Sisis A04/S slitter c/w rear rollers... £950 Sisis FTA/4 fine aerator – hollow tines. £875 Cushman topdresser .... (choice) £975 **Tel/Fax: 01995 640180**

4WD, 3 years old, 3100 hours, in good condition. £11,000 ono. Phone 01959 533225 JOHN SHAW (MACHINERY) LTD NEW Jacobsen LF3810 4WD 10 bladed .....£23,000 Toro GM300 Greensmower. Choice of two.....£3,750 Toro RM216-D 2WD 8 blade ....£4,500 Toro RM335-D 2WD 5 blade .... £6,500 Toro Sand Pro 3WD.....£1,250 Kubota ST30 Roll Bar and Turf Tyres .....£9,770 1.2m Verti-Drain (ex-demo) .....£9,700 Ransomes Hydraulic 5 .....£2,500 Ransomes TG340 Gangs.....£4,850 Beaver Gang Verti-Cut Units (3)£1,000 Iseki SG13 Diesel Rider c/w Collector .....£1,950 Kubota B7100 HST c/w Turf Tyres .....£3,500 International 856XL 2WD Ag. tyres and Q cab.....£5,250 Tel: 01825 872070

**Broke Hill Golf Club** 

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#### FOR SALE

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#### GOLF COURSE EQUIPMENT FOR SALE

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#### Slaley Hall International Hotel and Golf Resort

Due to construction of 2nd championship standard 18 hole course, PGA European Tour venue requires:

## QUALIFIED GREENKEEPERS

Applicants must be fully experienced in all aspects of greenkeeping and with a sound knowledge of modern course maintenance equipment and irrigation. Course construction experience an advantage.

Apply in writing with C.V. to:

The Head Greenkeeper Slaley Hall International Hotel, Golf Resort and Spa Hexham Northumberland NE47 0BY



requires a

# HEAD GREENKEEPER

to maintain its traditional championship links course.

The successful applicant must have: recognised qualifications, leadership skills, ability to prepare and control a programme of work, ability to maintain health & safety and COSHH requirements. Previous experience on a links course is desirable.

Applications, together with full C.V. should be addresses to:

The Captain Seacroft Golf Club Drummond Road Skegness Lincolnshire PE25 3AU



#### **Ransomes Professional Grass Machinery**

Ernest Doe & Sons Ltd, who currently hold the Ransomes Professional Grass Machinery franchise for Essex, Herts, Cambs and Bedfordshire, will be taking on the additional Ransomes territory of South West London, East Sussex, Kent and parts of West Sussex and Surrey from 1 July 1997.

The territory will be covered by our existing branch at Sutton at Hone, near Dartford, Kent and our recently acquired branch at Esher, Surrey.

We are therefore seeking to recruit specialist staff dedicated to the sales, service and parts distribution of professional ground care equipment as follows:

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Applicants should have an in-depth knowledge of professional grass machinery and enjoy working in an expanding long established successful company.

Apply with CV to:

Mr Andy Turbin, Ernest Doe & Sons Limited, Ulting, Maldon, Essex CM9 6QH

#### Golf Inns Ltd Belmont Lodge & Golf Course

Applications are invited for the position of

### FIRST ASSISTANT GREENKEEPER

Belmont Lodge & Golf Course with its 18 Hole Parkland Course, 30 Bedroomed Lodge and other leisure facilities is renowned in the West Midlands for its hospitality and friendliness.

The position, reporting directly to the Head Greenkeeper, will ideally suit an experienced Greenkeeper, with PA 1, 2 and 6 and other recognised qualifications, now wishing to progress their career up the greenkeeping ladder.

Applications in writing with full CV should be addressed to:

Alan Carver – Executive Manager Belmont Lodge & Golf Course Belmont, Hereford HR2 9SA

(Golf Inns Ltd are working towards achieving equal opportunity status)



#### RECRUITMENT

#### **Chalfont Park Golf Club**

We currently have vacancies for

#### ASSISTANT GREENKEEPERS

Applicants must have some greenkeeping experience, be willing to learn and work within a team and must also have a clean driving licence.

No living accommodation.

Please apply in writing including C.V. to: Perry Harvey, Head Greenkeeper, Chalfont Park Golf Club, Threehouseholds, Chalfont St Giles, Bucks HP8 4LW

#### TAX FREE INCOME

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We have two sales jobs open now.

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#### Forest Hill Golf Club

applications are invited for the position of



Applicants must have at least 6 years experience and possess the following qualifications: NVQ 1 and 2

NVQ 3 and 4 a definite advantage PA1 and PA2

Applications in writing with full C.V. to: Mr P McCarron, Forest Hill Golf Club, Markfield Lane, Batcheston, Leics CE9 9FJ

PARK GOLF COURSE A V I N G T O N

#### **QUALIFIED GREENKEEPER**

Enthusiastic and self motivated greenkeeper required for quality nine hole parkland course. The applicant must have a good practical approach to modern greenkeeping and machinery.

Applications, C.V. and references in writing to: M & V Stent The Park Golf Course Avington Winchester Hants SO21 1DA Weston-super-Mare Golf Club

We currently have a vacancy for a

#### FIRST ASSISTANT

required for busy 18 hole golf course. Experience of Links courses preferable, but not essential.

Please send your C.V. to:

The Secretary Weston-super-Mare Golf Club Uphill Road North Weston-super-Mare North Somerset BS23 4NQ



#### **ASSISTANT GREENKEEPER**

The Club, which was founded in 1895, is a challenging nine hole Surrey heathland course.

The successful applicant will have:

- Experience of all aspects of greenkeeping.
- Qualified to Phase 2, and PA1 and PA2 Spraying Certificates.
- Good knowledge of machinery and irrigation systems.
- Hold a full driving licence.

Accommodation is provided.

Apply in writing with C.V. to: The Secretary, Reigate Heath Golf Club, REIGATE, Surrey RH2 8QR

**Burnham-on-Crouch Golf Club** 

This 18 hole parkland club require a

HEAD GREENKEEPER

Applicant must be experienced in all aspects of greenkeeping including budgetary control. Leadership skills and the ability to motivate staff are essential.

Accommodation not available and salary commensurate with experience.

Please apply in writing with CV to:

Secretary/Manager, Burnham-on-Crouch Golf Club, Ferry Road, Creeksea, Burnham-on-Crouch, Essex CM0 8PQ

Reliable, hard working 34 year old seeking First Assistant/ Deputy Head position in UK or overseas. Qualifications include HND in Golf Course Management, NVQ Level 2 Greenkeeping and PA1, PA2 and PA6 Spraying Certificates. Experience in greenkeeping, course construction, drainage and irrigation gained in UK, Germany and Portugal.

Box No JS 62/97, BIGGA, Aldwark Manor, Aldwark, Alne, York Y06 2NF Reliable, hardworking, mature Greenkeeper with NVQ II in Greenkeeping also PA1, PA2A, PA6A Spraying Certificates. Currently unemployed, seeks position as Assistant Greenkeeper to gain further experience in UK or abroad. Able to work on own initiative as well as part of a team. Previous experience includes ten months as Groundsman and ten months as Greenkeeper. Box No JS 63/97, BIGGA, Aldwark Manor, Aldwark, Alne, York Y06 2NF

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Arne Van Amerongen describes the construction work on a golf course he worked on in Germany.

As we all know there are many ways of constructing a golf green some better than others! I have recent experience of construction in Germany will describe a project in Germany, so you can can get a feel for how they went about it.

First the architect indicates the location of the green and its middle point, as well as the shape of the green and its contours, including height levels. The architect makes drawings of the surroundings, but these are only rough – the details of the surroundings are left up to the construction manager and machine operator. With these drawings and good personal communication with the architect, the construction manager and his team can start constructing the green.

The ideas conceived in the drawing room by the architect take shape when the caterpillar begins making the form and contours of the green. On the staff level this will give a finishing height of +20/-20 cm to the subgrade.

The machine operator checks the size and height levels of the green. He only works with four reference points taken from the centre of the green, i.e. 0°, 90°, 180°, and 270°.

When the final height levels and contours are reached, the machine operator starts rolling with the caterpillar and motorised vibrating six tonne roller to compact the subgrade.

The construction manager sets out eight points from the middle of the green. The points are on the edge of the green and are 45° apart. They are used to measure the length from the middle of the green to each point.

A good architect will visit the golf course at least twice a week for inspections, if necessary to make alterations and have a meeting with the staff and investors.

Then the machine operator can work towards the finishing height and contours of the green.Each operator has a drawing of the green size, contours and height levels. The soil is taken off, and goes into the surrounds. When the green has its final shape, the same machine will start working on the green drainage. By turning the bucket on an angle of 45°, it will make a trench for the drains with sloping sides.

A disadvantage of the sloping instead of steep sides is, that you need more back fill materials for

# Only top quality will survive



the drains. An advantage of the slope is, that the side of the trench is more stable, so it will not collapse and will find less disruption from water movement. The drains are four metres apart. The drain in the middle of the green is 100 mm. The lateral drains are 60 mm in diameter, and both are perforated. Only the drain that goes into the outlet is not perforated.

There is also a drain around the green. This drain is needed because of the slope on the left handside of the green, so the water movement will not disturb or damage the green's surface.

On top of the subgrade they build the intermediate layer, consisting of the same material they used for filling up the drain. The uncompacted height of this layer is 170mm, compacted it is 150mm. This material will be brought by lorries with 10 m<sup>3</sup> each. This means that they need 10 lorries, giving ca. 100 m<sup>3</sup> material on 600 m<sup>2</sup> green surface. The digger will spread the material on top of the subgrade. Two men make sure that the uncompacted depth of the intermediate layer is no more or less than 170 mm. when this is finished five men can start levelling the uneven pans. After this the surface is rolledthree times and raked in three different directions

At this stage the irrigation company should have installed the irrigation pipes around the green with connection points for the sprinklers ready, or should be just in finishing stage. Unfortunately this is not always the case. In general, there are still surfaces being seeded and the irrigation system is still not workingt, which is a nightmare in summer.

At this stage they have pure sand, so they are bringing organic material, which comes from the moor land and is dried in plastic bags of 25 kg, into the surface. They start rotavating the green.

The rotavator goes in two different directions, also taking a little bit of the surrounds, so they get a nice finishing touch. After this the green is rolled and raked in three different directions.

They do not use a pre-seeder. This is left up to the greenkeeper, and in my opinion there is no need for it, because I have seen grass species on sand greens, like brown top bent and fescues that still look healthy after six weeks and longer. There is no inefficiency of nutrients. After the second cut the greenkeeper will apply fertiliser on the green. I have seen bent and fescue grass species on sand based greens in winter time on a height of 15 mm with no feed at all. They looked excellent. It is a different matter if the green is under playing conditions and stress.

Then they start seeding the green with a motorised handseeder, called Semedner, in three different directions.Usually they use a traditional 80-20 grass seed mixture: 40% Festuca Rubra Litoralis (Barcrown) 20% Festuca Rubra Commutata (Center) 20% Festuca Rubra Commutata (Lifalla) 10% Agrostis Tenuis (Bardot) 10% Agrostis Tenuis (Egmont)

After the third seeding, the final light raking and rolling will be done

After 10-12 days the grass seed starts to germinate. In this case they had to irrigate the green

three to four times a day, for three to five minutes, just to moisturise the surface because of the hot weather conditions. Six to seven weeks later they do the first cut and collect the clippings.

The company is responsible for two cuts and then the greenkeeper will take over.

The greenkeeper starts maintaining the greens. The job of the construction company is done, construction wise. The cost of each green amounts to £2,000.

In my opinion, it is still important that investors hire qualified and experienced staff. Unfortunately we still see golf courses constructed and then there is almost no money left for machinery or staff to maintain the golf course. My advice is: Do not build a golf course if you cannot maintain it properly afterwards. People will ask why are you saying this. I believe that poor quality will only survive in the short terrn. Raising up the standards and quality will win in the long term.

My job in this project was to oversee the construction. I was hired as an independent consultant by this golf club. I was not able to use the specifications I wanted as the specification are provided by a government organisation. Personally I feel, these German set guidelines need to be changed more towards USGA specification. The sooner the better.

Arne van Amerongen is now based at Hotel Die Wutzschliefe where he is involved in the construction of a new 18 hole course. He would be happy to provide more detailed specfications the of the course described in the article if required.