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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Agronomy

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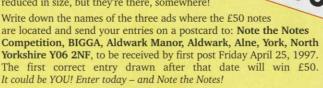


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Judges' decision is final. Not open to BIGGA staff.

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!

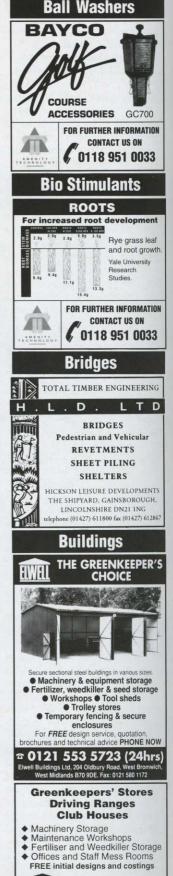


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Cockleshell





Roger Hart

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Shelton Trencher & Conveyor1500
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Broke Hill Golf Club

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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.

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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

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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

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

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

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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 m³ each. This means that they need 10 lorries, giving ca. 100 m³ material on 600 m² 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.