

at the Hotel St George, in Harrogate, on October 27, for what promises to be a very intensive day of interviews.

DOWN



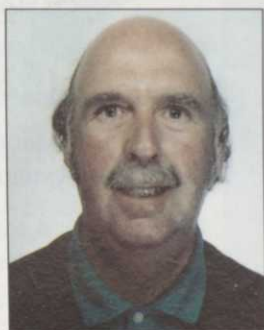
Tom Murray



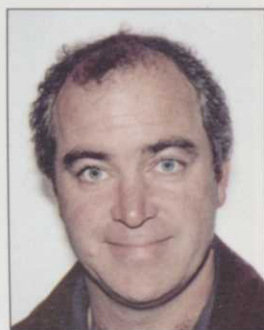
Philip Stain



Mark Ford



William Sparrow



Ian McMillan

Tom Murray

There must be something in the air at Ratho as Jeff Bailey, a Student of the Year Finalist also lives in the area. Tom is the Head Greenkeeper at Ratho Park Golf Club, an 18 hole parkland course, situated eight miles west of Edinburgh. The club is, currently, having a driving range built, a tee reconstruction programme has commenced as has a tree planting programme. Tom is heavily involved in education and after completing his studies at Oatridge College he is keen to ensure that his staff are all qualified. He feels that winning this competition will not only benefit the Club and himself but will also be of great benefit to his staff.

Philip Stain

Philip is the Head Greenkeeper at the Notts Golf Club (Hollinwell), four miles south of Mansfield. An 18 hole heathland course, it has a membership of 400, playing 26,000 rounds a year. Philip has been with the Club for 13 years but he has only recently become the Head Greenkeeper. He is very careful to manage his course in an environmentally friendly way, even installing escape routes for toads to exit deep drains. Philip sees a trip to America as the highlight of any greenkeeper's career and it would make him very proud if he should win.

The Finalists for the TORO Award for Excellence in Greenkeeping will join the Students of the Year Finalists in Harrogate on 27 October. The process to select the five finalists for this competition started back in February when golf clubs, committee members, greenkeeping staff, golfers etc were invited to nominate their Head Greenkeeper/Course Manager. More than 200 nominations were received at BIGGA and all nominees were sent individual application forms. This resulted in more than 40 entries which were sorted and sent out to BIGGA Sections. Each Section selected their choice of candidate and their entry forms were sent to the relevant Region. Regions then assessed their candidates and these were selected:

Mark Ford

Mark is the Head Greenkeeper at Kingsdown Golf Club, which is an

18 hole, downland club, five miles east of Bath. Mark has been at the Club for 20 years and he has been Head Greenkeeper for seven years. This club has 700 members playing 45,000 rounds a year. The club is planning a number of changes, having just bought 30 acres of land. Mark feels that winning this competition would be a major achievement for the Club and would enhance its reputation.

William Sparrow

William (Bill) is the Head Greenkeeper at East Herts Golf Club, an 18 hole parkland course with a membership of 700. Bill, who has been with the Club for approximately two years, manages a team of five greenkeepers who all hold or are working towards formal qualifications. Bill feels that winning this competition would improve the status of his staff and be a reward for his years in the industry. The course has seen many changes since Bill's arrival and he is keen that it should continue to improve.

Ian McMillan

Ian is the Course Manager at Hankley Common Golf Club, three miles south of Farnham in Surrey. This 18 hole private members' Club is a heathland course which supports a wide range of flora and fauna and, 40,000-

45,000 rounds of golf a year. Ian manages a staff of five greenkeepers, and is proud to have provided several Course Managers for other clubs. Ian feels that, although the Club is 100 years old, its committee structure and constitution make it more than ready for the challenges of the future. Ian thinks that winning this competition will not only be of benefit to himself but also to his club, to his team of greenkeepers and to the industry in general.

■ Walter Woods revisited all five courses during September, ready for the Final in October. Each entry was judged on a number of criteria ie. Golf Course Maintenance, Continuing Professional Development, Role in Golf Club Management, Environmental Management and Benefits of winning.

The winner's golf club will be presented with a world renowned TORO Greensmaster 3000 triple greensmower and the winning trophy. The winning greenkeeper will win a two week trip to the United States, visiting the GCSAA Conference and Show as well as trips to the TORO factories. His team will each receive a set of BIGGA waterproofs. Each Regional winner will receive £100 and a plaque to display in their clubhouse.

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BIGGA launches two new Sections in Northern Ireland

BIGGA has extended its influence across the Irish Sea with the creation of two new Sections in Northern Ireland.

The move comes in response to demands from existing Ulster members and potential new members who wished to take advantage of the wide range of services and networking opportunities which have been available to members of the 26 Sections already in Scotland, England and Wales since BIGGA was formed in 1987.

The new Sections were launched officially at a meeting held at Greenmount College, Belfast, and will be known as the North East and South East Sections. The former will cover Counties Antrim and Londonderry and the latter Counties Down and Fermanagh. Greenkeepers living in Counties Tyrone and Fermanagh will have the choice as to which Sections they wish to be affiliated.

"We are delighted that our members in Northern Ireland, and hopefully many new members, will now have the same opportunities to attend training courses, share ideas and experience the many social activities that BIGGA members in Sections in mainland Britain already enjoy," said Neil Thomas, Executive Director of BIGGA.

Both Sections are now preparing for the IOG Sportsturf Growers NI Exhibition 1997 to be held in Belfast on October 2. Members from each Section's committee will be on the BIGGA stand along with BIGGA staff where they will be available to talk to members and non members and answer any questions they may have about the new sections.

The IOG Show will be followed by a Christmas seminar open to all greenkeepers to be held at Greenmount College on December 1.

Anyone wishing to join either section should contact the relevant Section Chairman:

- North East Section: Philip Baldock, Royal Portrush Golf Club
- South East Section: Graham Wylie, Bangor Golf Club

Your final chance to enter our BTME 98 quiz!



MAKE A DATE FOR THE EVENT OF 98

★ Over 175 companies are set to promote their products and services at the forthcoming BTME. Only two spaces remain for sale – so if your company is thinking of exhibiting at the industry's

premier event, call Amanda Mayo on 01347 838581, or you could be too late.

Details of the Educational Seminars and workshops are listed in the Learning Experience brochure in this magazine.

The BTME Gala Dinner will be moved to Hall D in the Harrogate International Centre which will be spectacularly transformed for the occasion. Booking details are also in the Learning Experience brochure.

This could be YOUR big chance

It's the greenkeeper's dream holiday – an expenses paid trip to the BIGGA Turf Management Exhibition. If you're a winner, we'll pay your rail fare, put you up in one of the best hotels in Harrogate and give you a free pass to Europe's most comprehensive educational seminar programme.

All you have to do to stand a chance of winning one of the three superb prizes is answer these six questions – two appeared in August's magazine, two last month and the final two are detailed below. Complete the form and return it to us by October 31, 1997.

■ August questions

On what date does the BIGGA Turf Management Exhibition start?

.....

On what date does the BIGGA National Education Conference start?

.....

■ September questions

Name BIGGA's Education Officer

.....

Name the new workshop

.....

■ October questions

Who won the 1997 Open Championship at Royal Troon?

.....

Which Region won the 1997 Hayter Challenge Final?

.....

FIRST PRIZE: Return rail travel from anywhere in the UK plus three nights' accommodation at a top hotel in Harrogate and entry to all the education seminar sessions. **SECOND PRIZE:** Return rail travel from anywhere in the UK plus two nights' accommodation in a top Harrogate hotel and entry to all the education seminar sessions. **THIRD PRIZE:** Return rail travel from anywhere in the UK plus one night's accommodation in a top Harrogate hotel and entry to all education seminar sessions.

Name:

Address:

.....

Send your completed entry form to BTME Competition, Aldwark Manor, Aldwark, Aine, York YO6 2NF, to be received by October 31, 1997. The first three correct entries opened after the closing date will win the prizes. Judges' decision is final.



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|---|---|
| Able to operate a large number of implements, effectively | <input checked="" type="checkbox"/> 21 SISIS attachments plus others |
| PTO drive | <input checked="" type="checkbox"/> Hydraulic 6spline, 540rpm |
| Low ground pressure | <input checked="" type="checkbox"/> 6lbs/in ² footprint pressure |
| Weight transfer system | <input checked="" type="checkbox"/> SISIS patented system |
| As manoeuvrable as a truckster | <input checked="" type="checkbox"/> Articulated steering for tight turning circle |
| High workrate | <input checked="" type="checkbox"/> Fast ground speed |
| Tipping body | <input checked="" type="checkbox"/> Option |
| Low maintenance | <input checked="" type="checkbox"/> Minimal |
| As easy to use as a compact | <input checked="" type="checkbox"/> And with all the advantages of a truckster |
| Somewhere to put a drinks can and mobile phone | <input checked="" type="checkbox"/> Even this! (And lots of optional add-ons) |



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Side deflector**



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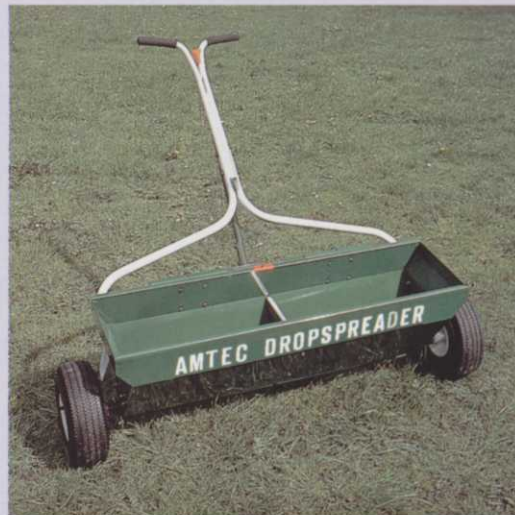
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- 50 kgs. hopper capacity
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Optional extras - Hopper cover
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without
trim control



Spread pattern
with
trim control



Uniform Flow



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Ratholing



Premium Fine Turf Spring Fertilizers

PRODUCT ANALYSIS	SIZE GUIDE No.	RATES			kg/NUTR/hect*			NUTRIENT SOURCES		SPREADER SETTINGS		
		gms/m ²	kg/hect	bag/hect	N	P	K	NITROGEN	MICROS	LESCO	SCOTTS R8A	AMTEC 50
13-2-13 w/100% Ammonium Sulphate	100	20	200	9	26	4	26	13.00% Ammoniacal N	18.3% S, 2% Fe, 0.1% Cu, 0.1% Mn, 0.1% Zn	D 1/2	I 1/2	3 3/4
19-5-19 Spring Starter w/25% Nutralene®	100	20	200	9	38	10	38	1.95% Ammoniacal N 12.88% Urea Nitrogen 2.44% SAWSN* 1.73% WIN**	6.5% S, 2% Fe, 0.1% Cu, 0.1% Mn, 0.1% Zn	D 1/2	I 1/2	3 3/4
25-5-15 w/50% Nutralene®	125	20	200	9	50	10	30	1.96% Ammoniacal N 12.14 Urea Nitrogen 6.40% SAWSN* 4.50% WIN**	5.1% S, 1% Fe, 0.1% Cu, 0.1% Mn, 0.1% Zn	F	L	4 1/4
14-28-10 Seed Starter w/50% Nutralene®	100	20	200	9	28	56	20	5.60% Ammoniacal N 2.27% Urea Nitrogen 3.59% SAWSN* 2.54% WIN**	3.4% S	E	J	3 3/4
18-6-15 w/65% Nutralene®	100	20	200	9	36	12	30	2.35% Ammoniacal N 5.41 Urea Nitrogen 6.00% SAWSN* 4.24% WIN**	5.1% S, 2% Fe, 0.1% Cu, 0.1% Mn, 0.1% Zn	E	J	3/34

Premium Fine Turf Summer Fertilizers

22-0-22 w/65% Nutralene®	100	20	200	9	44	0	44	9.3% Urea Nitrogen 7.5% SAWSN* 5.2% WIN**	7.5% S, 1% Fe, 0.1% Cu, 1% Mn, 0.1% Zn	E	J	3 3/4
18-6-15 w/65% Nutralene®	100	20	200	9	36	12	30	2.35% Ammoniacal N 5.41% Urea Nitrogen 6.00% SAWSN* 4.24% WIN**	5.1% S, 2% Fe, 0.1% Cu, 0.1% Mn, 0.1% Zn	E	J	3 3/4
21-3-16 w/97% Nutralene®	100	25	250	11	52.4	7.5	40	1.18% Ammoniacal N 1.97% Urea Nitrogen 10.45 SAWSN* 7.40% WIN**	5.4% S, 1% Fe, 0.1% Cu, 0.1% Mn, 0.1% Zn	E1/2	J 1/2	4
15-0-30 w/100% Nutralene®	100	20	200	9	30	0	60	1.87% Urea Nitrogen 7.69% SAWSN* 5.44% WIN**	10.04% S, 1% Fe, 0.1% Cu, 0.1% Mn, 0.1% Zn	E	J	3 3/4

Premium Fine Turf Autumn and Winter Fertilizers

10-5-25 w/50% Nutralene®	125	20	200	9	20	10	50	1.95% Ammoniacal N 3.67% Urea Nitrogen 2.57% SAWSN* 1.81% WIN**	8.5% S	E 1/2	K 1/2	4 1/4
14-0-24 w/65% Nutralene®	125	20	200	9	28	0	48	6.05% Urea Nitrogen 4.66% SAWSN* 3.29% WIN**	8.16% S, 2% Fe, 5% Mn	E 1/2	K 1/2	4 1/4

General Purpose Fairway and Sports Grounds Fertilizers

28-3-10 w/96% SCU	215	20	200	9	56	6	20	1.12% Ammoniacal N 26.88% Urea Nitrogen 26.88% CSRUN***	14.29% S	F 1/4	M 1/2	4 1/2
37-0-0 w/100% SCU	215	15	150	7	55.6	0	0	37.00% CSRUN***	15% S	H	L 1/2	4 1/2

* Slowly Available Water Soluble Nitrogen ** Water Insoluble Nitrogen

• Bag Weight = 22.68 Kilos

***Coated Slow Release Urea Nitrogen

NOTE: Tee Time spreader settings were established using the standard equipment available from the spreader manufacturer at swath widths and speeds typically used with the industry. It is recommended that all spreader equipment be calibrated at the time of application to achieve the desired application rate.



Abbeydale Golf Club came perilously close to being closed down because of the state of its maintenance facilities but thanks to the club making some tough decisions and some exceptional work by its Course Manager it survived.

We would all admit to having "bad days at the office". Occasions when just nothing goes right. It may be that the photocopier goes on the blink, or that someone says "no" when you desperately needed him to say "yes", or that the boss has a go at you.

In the case of BIGGA members it might be getting into work on the morning of Captain's Day and discovering disease on the 18th green, or finding out that the course's loudest critic has just been appointed Chairman of Green.

Any of these scenarios would pale into insignificance, however, if lined up against the experience of John Coleman, Course Manager of Abbeydale Golf Club in Sheffield.

John's "bad day" involved a lady from the Health and Safety Inspectorate taking one look at his maintenance facilities and threatening to shut the whole club down... immediately!

As it was, one of the buildings had a prohibition order slapped on from immediate effect and the club was given six months to put it right.

Fortunately for Abbeydale the team it had in place to cope with such a horrific "Challenge Anneka" like task was up to the job. In addition to John and his team, the club's Chairman of Green, Jack Copland, is a model for all holders of the position, while the rest of the Board boasts some experienced business men.

The catalyst for what could have been the end of a very fine golf club was an accident which saw a young assistant break his wrist.

"We had previously studied the COSHH regulations and were beginning to become health and safety aware so when I looked at the legislation I realised that it was a notifiable injury. I rang the Health and Safety Inspectorate a couple of days later and they admonished me for not contacting them or sending in the completed relevant forms straight away," explained Jack.

The club had had a health and safety problem over the years and it had been neglected. In mitigation, however, for many years the club had been operating on a comparatively short term lease from the council which inhibited any major investment. The club

Surviving the ultimate sanction

from
THIS



to
THIS



had only obtained a longer lease as recently as '93.

"General amenities were lacking for the greenkeeping staff. There were inadequate washing facilities - no showers or toilets, a mess room which was just part of a shed. The facilities from a machinery point of view were also poor. We were housing what was becoming extremely expen-

sive equipment in barns which were not water proof nor vandal proof. It was a bit like a farm yard."

John took up the description of the facilities.

"There was no hard standing and no drainage. We would wash a machine off but we'd only go 15 yards, particularly if it was raining, and it would be dirty again,"

he explained.

It was these conditions which had led to the accident.

"The young lad was assisting in the hitching up of a trailer on to the back of a tractor and because there was no adequate hard standing it was parked on a couple of cut down old sleepers. As the tractor was backing up it dislodged the support which caused



the front of the trailer to fall on his hand," recalled Jack.

A short time later the Health and Safety Inspector visited and met with John in the clubhouse.

"The clubhouse is magnificent and the offices are the same – computerised, with low level lighting etc and the Inspector agreed that the place was lovely," said John, as he began to describe the fateful day.

"She asked where my office was and I told her it was on the other side of the course. It was a sunny day and as we walked across the course she commented that the place was obviously going places.

"But when she reached the sheds, within seconds she had threatened to close us down. She was horrified. Annoyed beyond belief at the conditions in which we were expected to work and the difference between the excellent clubhouse and our area.

"I'd spoken to Jack before she came and thought that something good might come from her visit

but it had gone way beyond that and the implications of what was happening made it a little worrying," explained John, in his understated way.

"There and then she placed a prohibition order on one of the buildings and basically locked it up. It contained equipment but was deemed unsafe and liable to fall down at any time. She also put prohibition orders on some of the old equipment including the trailer that had caused the accident," said John.

The normal procedure from that stage is that a letter is sent to the golf club giving a time scale in which to get things done.

"In our case they went a stage

further and said that in six months if work hadn't actually started they would close the golf course. It wasn't going to be enough just to have the planning in place," explained John.

"They said it had obviously been like this for the last 10 or 20 years so we have had more than enough time to put it right."

The financial implications of what was involved soon began to hit home and to make it even more of a bitter pill to swallow it came on the back of some fairly hefty investments by the club and its membership.

"We had persuaded the membership to spend the recovered VAT money on a new irrigation system costing around £120,000, while we were also down the road in implementing a major revamp to the course itself with remodelled greens and rebuilt bunkers," said Jack.

"We weren't sure what it was going to cost so in effect we were asking for an open cheque," added John.

"The entire future of the golf club was at risk," said Jack, reliving the moment.

Part of the problem was that so many different bodies had to be consulted before anything could be done.

"There were the planning department, the National River Authorities, the water board, the environment agency, the electricity board, not to mention the conservation groups. None of whom made any concession to the fact that there was a strict time limit imposed on the job," said Jack.

"There were so many knock on effects. We found that to do one thing was going to involve another 10," said John.

As well as having a Board capable of dealing with the level of trauma and a membership with deep enough pockets to cope with the excessive financial demands, Jack was quick to credit another huge advantage on Abbeydale's side.

"We were fortunate that four

years ago the club took on a young, vibrant greenkeeper and without that there is no doubt that we would have been in difficulties. The remarkable progress this club has made in the last four years has to be seen to be believed.

"In the space of a season we remodelled some greens, completely rebuilt 50 bunkers in-house, produced a quite professional video to show members the benefits of an irrigation system – which has been looked at by other clubs, planned and authorised a system – John has a Diploma in irrigation – as well as coped with redesigning our entire maintenance facility," he explained.

Initially the club put the building of the new facility out to tender but the cost of doing it that way was quite prohibitive – over £300,000. So John and Jack, with the help of an architect, took on the planning and implementation of the work themselves.

"We'd saved a minimum of 50% by the time we finished," explained Jack.

The finance was raised by increasing the subs and borrowing money from the bank.

"That way people who join in the future will pay as well as those who are around now."

Building work began in October of '95 and coincided with the work on both the bunkers and the irrigation installation with John acting as Clerk of Works on all three.

"We'd decided we were too far down the road on the other two jobs to stop them and that we would just bite the bullet and get them done," said the 26 year-old Scot.

"It was no mean feat to be perfectly honest with, at times, 25 people all wanting me at once but I quite enjoyed it and it was certainly good experience for me.

We took the viewpoint that we would keep the Health and Safety Inspectorate informed so I talked to them on a weekly basis about what we were planning and

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whether it would meet with their requirements," said John.

He then went on to describe how one part of the job was undertaken – that of the wash-down area.

"I told the architect about the washdown area and he asked what I had in mind. I then explained that I wanted a grid system with a false bottom and he told me that from his point of view it was feasible. Then, I went to the Inspector to ask what was needed to meet the requirements and she said I needed a petrol and diesel interceptor and that it would need to be weight rated and have a silt trap'.

"I then had to find a petrol and diesel interceptor. I contacted the council and they put me on to a company who told me the size I'd need for the amount of equipment we'd got. They then drew up a spec which I took to the builders and told them that it was a 600 litre interceptor and that it would need the appropriate room. That was how it worked."

Other problems were that the facility was the furthestmost point from the clubhouse, the highest point of the club and also the wettest.

"We had tremendous problems with drainage and by necessity we couldn't just race on because

we had to keep involving people like the NRA," said Jack.

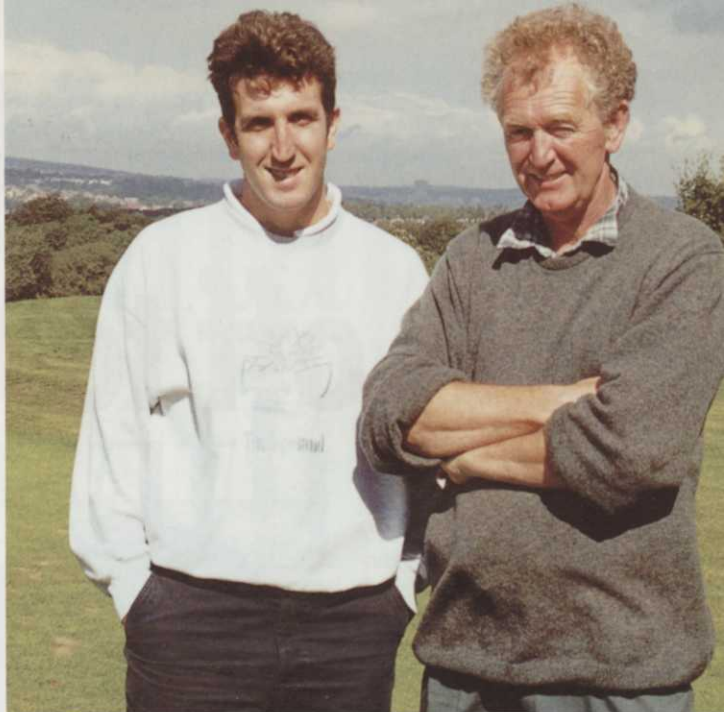
With no services to the area and all other avenues explored – soakaways etc a sewage treatment plant had to be installed which again involved the NRA, who then did tests and a huge questionnaire then had to be completed before it could proceed.

"We fitted the sewage plant ourselves and it has worked very well but it shows some of the problems we were hitting. Everything we did seem to produce problems," said John, ruefully.

By January '96 – the deadline imposed – the Health and Safety Inspectorate was satisfied and the threat of closure was removed and by April the first phase was completed and by October the temporary accommodation block has been installed. With the financial demands on the membership becoming increasing excessive it was decided to put a hold on the permanent accommodation for three or four years.

"In many respects we are fortunate because we're over it now and, while we are still paying, we won't have to consider the problem again.

"It is a difficult one for most clubs because it is an area you can forget and the average mem-



ber is accustomed to cheap golf.

"One asked me recently what the health and safety has got to do with the golf club as we weren't a factory.

"Golf clubs and their memberships are out of touch, one or two generations behind the times when it comes to their golf club," said Jack.

"As club members we are all landlords on an estate and we have a duty of care as landlords whether we go on that piece of land during our round or not. We are responsible for the woodland, the wildlife, boundaries and hedgerows. It is a concept we have to get over to the membership that when they become members of a private club they accept responsibility for the

whole structure and are not just there to play golf," Jack continued.

Back on the subject of Health and Safety Jack is convinced that had the unfortunate accident not taken place the club would still be where it was two years ago.

"We did ask why other clubs had not been examined and the Inspector said it was just that they hadn't got round to them yet," said Jack.

Abbeydale is by no means unique.

The original facilities, although bad, are those still seen at many other golf clubs up and down the country and before long you can be sure that those clubs are going to be hit with the same demands as Abbeydale.

Finding our own way of tackling aeration

When taking over the running of any new golf course there will inevitably be concepts in greens management which differ from those of previous persons in charge and as such new methodologies will have to be implemented to achieve these goals.

The problems I faced at Abbeydale were generally those being faced by many courses built of that era (early 1900s). Greens built with indigenous soil, no drainage system or drains which were dysfunctional and predominantly annual meadow grass dominant.

Although numerous management practices were used to alleviate this problem, the main source of success in the transformation of the greens has

been aeration.

In order to gain the most benefit from aeration it is important to aerate during the summer months ie when the grass plant is active. However, as this is also the height of the golfing season the primary objective of producing a smooth putting surface may be compromised. The old adage of sometimes having to go back to go forward bears little weight with golf club committees who are none too enamoured at the prospect of bombarding greens with holes throughout the golfing season. I, then, had to find a method of achieving this with little or no disruption to the putting surface. This simply boiled down to the working width of the tine, the thicker the tine the larger the entry hole,

the greater the surrounding displacement of compaction will be and the longer the recovery time of the green surface.

All this sounds fairly straight forward, and it is, but when broaching the subject with equipment manufacturers their response was hesitant to say the least. We have all at some stage thought that our ideas were good but have not been able to take them further. Fortunately being in Sheffield the expertise in steel manufacturing was close at hand and I was able to put forward my ideas, I basically invited a metallurgist from a local firm to look at the problems I was faced with, explained to him my requirements and asked if it were possible to meet them.

Over a period of nearly three

years with much trial and error we have now perfected a tine of only 4 mm in diameter capable of punching to a depth of over five and a half inches. Used with two leading manufacturers machines, each producing about 400,000 holes per green the results have been no less than excellent. Sward density has improved enormously and unless they witness the machine on the green, golfers are totally oblivious to the fact the greens have been tined at all.

It is rewarding to know that the two leading manufacturers of aeration equipment are now producing this tine for use on their machines – hope at least that sometimes large companies do listen to our requirements!

John Coleman

Here is a unique chance for you to win one of ten newly designed Course Caps exclusively embroidered with the BIGGA logo. Simply study the three questions and insert a tick in the box that you think contains the correct answer. Entries should be sent to: The Sales and Marketing Department, BIGGA, Aldwark Manor, Aldwark, Aine, York YO6 2NF to arrive no later than 21 November 1997.

Caps off to Course Care!

The launch of the Course Cap at SALTEX '97 brings comfortable head protection to the turf maintenance sector. Following requests from greenkeepers for an approved alternative to the uncomfortable, cold and heavy builder's helmet when working, Course Care have developed the Course Cap.

The Course Cap is certificated to European Safety standard prEN812. This standard covers safety items for use in areas where the head is likely to come into contact with hard surfaces. Special attention has been given to protection from flying objects such as golf balls. Testing of the Course Cap involved conditioning by water immersion, ultra-violet radiation, and in sub-zero temperatures.



Research undertaken in the development of the Course Cap showed that over 34,000 people

in the last five years went to hospital for treatment for injuries sustained on a golf course.

According to the Department of Trade and Industry, in 1995 alone 2,268 people were treated in UK hospitals for golf course injuries to the head.

Great care has been taken in the design to ensure maximum wearer comfort and all models are fully breathable.

The light weight and close fitting of the Course Cap make it easy to wear.

The cover fabrics offer a choice between cotton drill, the "Keeper" version and Ventile, the "Murray" version. Ventile is a natural cotton fabric which is fully waterproof and windproof and the "Murray" comes complete with built-in flaps to protect neck and ears from cold in the winter and exposure to sun in the summer.

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2268 people
a year visit hospital
with head injuries sustained
on the golf course



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ENTRY COUPON

How many people were treated in hospital in 1995 for head injury on a golf course in Great Britain?

- 150.....
622.....
2268.....

What is the European Testing Certification awarded to the Course Cap?

- prEN812
ISO 9002
611103

The covering of the Course Cap is fully waterproof and windproof. What is it called?

- Vortex
Ventile
Vulcan.....

Name:

Address:

Please note, the Editor's decision is final and no correspondence will be entered into. The winners will be the first ten correct entries to be drawn after the closing date. Greenkeeper International reserves the right to publish details and photographs of winners. No purchase necessary, file copies of the magazine are available from BIGGA Headquarters upon request. Entries also accepted on plain paper.



Health and Safety at Work

By Tony Rees MIOSH

This month we are going to look at Health & Safety (Consultation With Employees) Regulations 1996.

Specific provisions requiring employers to consult with employees on matters of health and safety are contained in four pieces of legislation:

- The Health & Safety At Work Act 1974
- Safety Representatives and Safety Committees Regulations 1977 (S I No 500)
- Management of Health & Safety At Work Regulations 1992 (S I No 2051)
- Health (Consultation with Employees) Regulations 1996 (S I No 1513)

HEALTH AND SAFETY AT WORK ACT 1974

Section 2(4) of this Act provided for Regulations to be made which allowed the appointment of safety representatives from 'recognised trade union' members - for the purpose of these Regulations a 'recognised trade union' is one that is accepted by the employer for 'collective bargaining' negotiations. These safety representatives are required to represent their particular group of employees in consultations with employers on health and safety matters, and undertake other prescribed duties. The Safety Representatives and Safety Committees Regulations 1977 implemented this particular provision.

In addition, employers have a specific duty under section 2(6) to consult safety representatives on the drawing up and maintaining of arrangements for the effective promotion, development and monitoring of measures to enable the health and safety at work of employees.

The Safety Representatives and Safety Committees Regulations 1977 detail the appointment, functions and rights of trade union safety representatives, including their right to consult with the employer on matters relating to the health and safety of the employees they represent.

An amendment to these Regulations made by the Management of Health and Safety at Work Regulations 1992 requires employers

Consultation with employees

to consult with safety representatives, in good time, on matters concerning:

■ the introduction of any measure that will affect the health and safety of the employees represented by the safety representative

■ the persons nominated to provide health and safety assistance, and assist in emergency procedures (as required by regulations 6 and 7 of the 1992 Management Regulations)

■ any health and safety training or information the employer is required to provide to the employees, the safety representatives

■ the health and safety consequences of the planning and introduction of new technologies into the workplace.

As the 1977 Regulations only apply to safety representatives from recognised trade unions, many non-unionised workers did not have any rights of consultation with their employers on health and safety. This has now been re-addressed by the Health and Safety (Consultation with Employees) Regulations 1996 which require employers to consult with employees directly, or through elected 'representatives of employee safety'. The roles and functions of union safety representatives are not affected by these Regulations.

HEALTH & SAFETY (CONSULTATION WITH EMPLOYEES) REGS 1996

These Regulations came into

effect on September 1 '96 and implemented the consultation provisions of the 'Framework' Directive, which extend the rights of consultation on health and safety matters to all workers, not just those represented by trade union safety representatives.

Duty of employer to consult (regulation 3)

In workplaces where employees are not represented by trade union safety representatives, employers must consult with their employees in good time on health and safety matters, particularly with regard to:

■ the introduction of any measure that will affect the health and safety of employees

■ the arrangements for appointing/nominating persons to assist the employer in complying with relevant legislation, and to assist in emergency procedures (as required by regulation 6 and 7 of the 1992 Management Regs.)

■ the provision of relevant information as required under health and safety legislation

■ any planning and organisation of relevant training required to be provided to the employees under health and safety legislation

■ the health and safety consequences of introducing new technologies into the employees' workplace.

Persons to be consulted (regulation 4)

Employers may consult with their employees directly, or through 'representatives of employee

safety' (hereafter referred to as 'employee representatives') elected by a group of employees to represent them in consultations on health and safety matters with the employer.

Where consultation is through such employee representatives the employer must inform the employees of the names of these representatives, and the group of employees they represent. Employees must also be told when the employer discontinues consultation with these employee representatives. Such discontinuation may occur when: the employee representatives have informed the employer that they no longer intend to represent their group of employees in health and safety consultations; the employee representatives no longer work in the group of employees they represent; the period of election has elapsed without the employee representatives being re-elected, or the employee representatives have become incapacitated from performing the duties required under these Regulations.

Employees and their representatives must be informed by the employer if the employer decides to change from consulting with the employee representatives to consulting with the employees directly.

Provision of information (regulation 5)

Where employers consult directly with employees, they must provide all such information as the



Consultation with employees

employees will require in order for them to participate fully in the consultations. The same applies to employee representatives who must be given all necessary information to enable them to perform their functions and participate in consultations. In addition these employee representatives must also be provided with information associated with the records to be kept under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995 (RIDDOR) where information relates to the workplace of the employees they represent.

The employer is not obliged to disclose information that: does not relate to health and safety; is against the interest of national security; would contravene any prohibition imposed under any legislation; relates specifically to an individual (unless that individual has given consent); would damage the employer's undertak-

ing, or the undertaking of another person where that other person supplied the information, or, that has been obtained by the employer for the purpose of any legal proceedings.

Functions of representatives of employee safety (regulation 6)

Employee representatives may make representations to the employer on any hazards, dangerous occurrences and general health and safety matters, particularly in relation to the matters on which employers are obliged to consult (as defined in regulation 3 above), which may affect the health and safety of the employees they represent. They may also represent their group of employees in consultation with enforcing authority inspectors.

Training, time off and provision of facilities (regulation 7)

Employers must provide employee representatives with

appropriate and reasonable training and other relevant facilities so as to enable the representatives to perform their function. Employers must also meet all reasonable costs associated with the training, including travel and subsistence costs. In addition, the employee representatives must be given paid time off to perform their functions and to attend relevant training courses. Paid time off must also be provided for candidates standing for election as employee representatives, in order for them to perform their functions as such candidates.

Employers must pay employee representatives their normal work remuneration, where that remuneration does not vary with the amount of work carried out, or, at an average hourly rate where the remuneration does not vary with the work carried out. In the latter case if no fair estimate can be made within the workplace then an estimate from comparable external work may

be used. Full details relating to paid time off are contained in Schedule 1 of the Regulations.

If employers refuse to allow employee representatives time off with pay to fulfil their duties, the representatives may make a complaint to an Industrial Tribunal. Full details in relation to Industrial Tribunals are contained in Schedule 2 of the Regulations.

Miscellaneous provisions

Regulation 8 makes some amendments to the Employment Rights Act 1996 to protect employees who participate in consultations with employers, from suffering any detriment or unfair dismissal in health and safety cases.

Regulation 9 excludes these Regulations being used in civil proceedings for a breach of a duty under these Regulations.

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

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