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Greenkeeper

INTERNATIONAL

The official monthly magazine of the British & International Golf Greenkeepers Association

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December 1998

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Use our post-paid reader reply card to obtain further information on the products and services advertised in this issue. Just state the company's Ad Ref numbers, post the card to us, and we'll arrange for further information to be sent direct to you.

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Greenkeeper Education and Development Fund

The Fund provides the key to the future for greenkeeper, golf club and game. Individuals and companies can join the Golden Key Circle and Silver Key Circle. For details, please contact BIGGA on 01347 838581



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Hurry! The last date for you to pre-register is January 5th, 1999. Call the BTME hotline on 01347 833834 if you need more pre-registration cards now!



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A potential cast of thousands

It seems that at this time of the year the spotlight tends to fall on one particular part of the country.

Last year it shone on one little corner of Surrey with Hankley Common clinching the BIGGA Golf Course Environment Competition, in association with Amazone Ground Care and Rhone Poulenc Amenity, and Hankley's Course Manager, Ian McMillan, collecting the Toro Excellence In Greenkeeping Award. Quite a remarkable double.

Well, this year there was another double. Not by the same golf club but by the same city. Lindrick, while not exactly in Sheffield does possess strong Steel City connections, won the Environment Competition and Abbeydale, in the south of Sheffield, is the home club of new Toro Excellence Award winner, John Coleman.

A Full Monty of BIGGA's premier awards, you might say. How lucky we are to have such fine winners and it reflects well on the development of both competitions that by general consent the quality of finalists in both was the highest ever.

Lindrick has long set the benchmarks for quality, and sustained, environment work and to have Lindrick's name on the cup is a boost to not only the club, but the competition as well.

John Coleman is a rising star in the profession. He's educated, articulate, determined and ambitious and is keen to promote the industry wherever and whenever possible.

He feels, and there is merit in his thinking, that for too many people greenkeeping is not top of the list when it comes to thinking about a career. People fall into the job, discover what great opportunities it offers, and go on from there. They don't tend to do what John did himself, and start straight from school.

He reaps the benefits from that because, at the age of 28, he is the finished article and the education he's about to start is to add to his considerable knowledge and not to fill gaps.

Congratulations also to Sally Doherty on winning the Toro Student of the Year Award. Another fine Champion, Sally is a university graduate and has quickly risen to the position of First Assistant on the famous Brabazon Course at The Belfry. Another excellent example of the quality of young people in the industry.

* This month I suffered a disaster which could only happen in this, the modern age. While in the 80s it may have been like losing a Filofax; in the 90s it is losing a hard disc on a computer. This I managed on the computer which contains all my magazine work as well as all correspondence... just as the deadline for this magazine loomed!

However, out of adversity comes inspiration. Not to say perspiration, and we piloted the issue home. On three wheels you might say.

However, if you expected to see something promised in this issue and it's not include, or I've not answered a letter please show a little understanding.

It just remains for me, on behalf of everyone at BIGGA HOUSE to wish you a Merry Christmas and a sensational New Year.



Editor:
Scott MacCallum

Greenkeeper

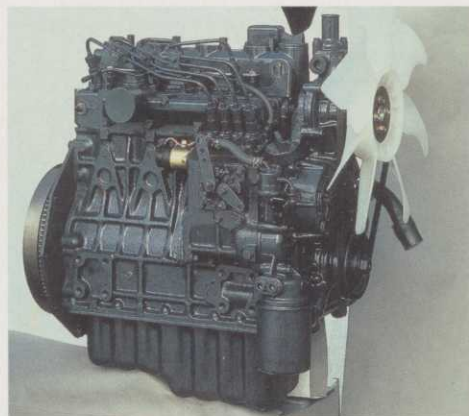
INTERNATIONAL

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Prepare yourself for the week of the year!



Lindrick, CC. Photo by Eric Hayward. Tel: 01162 520974

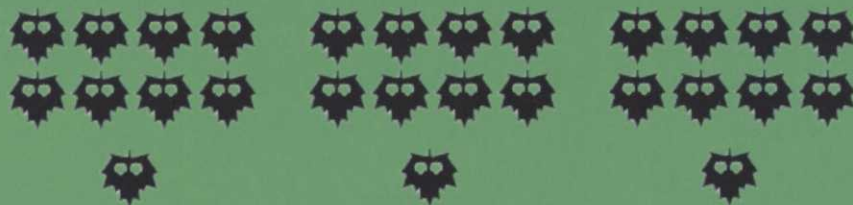


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Damages paid to Greenkeeper

A Hertfordshire greenkeeper who saw his own job advertised in Greenkeeper International has won damages of £14,440 after using the BIGGA Legal Helpline to take action against his golf club.

The 62 year old, who had worked, often single handed on the course, for four and a half years, saw the job of Head Greenkeeper Designate for his own golf club advertised, although no discussions had ever taken place about the possibility of a new appointment.

A short time later the greenkeeper was first suspended by the recently appointed man, at which time he contacted the Hambro Legal Helpline who put him in touch with the Association's solicitors, Kirbys.

"We wrote to the club asking for reasons for his suspension and enquiring whether or not it was intended to pursue any disciplinary proceedings," said solicitor David Burton of Kirbys.

"Having received no response from the club we wrote to the owner once again indicating that unless we received a substantive response to our previous letter our client would be returning to work."

"We then received a fax from the club saying that due to the recent

change in circumstances at the club our client's services were no longer required. Unfortunately we therefore have to make him redundant from today's date."

"This is certainly the first time in all the years that we have dealt with employment work that somebody has first found out that they have been dismissed via a communication to their solicitor," said Mr Burton.

"We immediately issued Industrial Tribunal proceedings, following consultation with Hambro."

Prior to the Tribunal the club threatened that unless a modest sum of compensation was accepted the club would be put into liquidation and during the Tribunal the club argued that the greenkeeper had been offered and turned down another position and that he was suffering illness and would have been dismissed in any event.

"Perhaps not surprisingly neither argument prevailed upon the Tribunal and our client was ultimately awarded the maximum compensatory award which, together with wages in lieu of notice and his basic award for unfair dismissal, totalled £14,440," said Mr Burton.

Commenting on the award, BIGGA's

Executive Director Neil Thomas said, "This is an excellent example of Hambro and Kirbys working jointly to protect the interests of a member, albeit in the distressing circumstances of dismissal.

"It is important also that members are alert to the services that can be provided before a case reaches dismissal stage and in appropriate circumstances members can be provided with legal support at an early point in any dispute or disciplinary proceedings e.g. a summons to appear before the Green Committee.

"In this way the Association aims to assist in preventing disciplinary proceedings moving on to an advanced and possibly terminal stage.

"While other Associations provide support following dismissal and through Industrial Tribunals, I believe BIGGA is unique in the assistance it can give to members in a supportive and preventative capacity at the onset of a dispute or disciplinary proceedings.

It goes without saying that this service is a very considerable membership benefit."

New challenge for Steve



Rigby Taylor has appointed Steve Hall to the position of Marketing Manager and he will be responsible for the marketing of the company's full range of products and services including the Mascot brand. He will be based in the company's Guildford office.

His experience in the amenity market began as Product Manager with ICI Professional Products where he was responsible for the management and marketing of the amenity range.

He was involved in the changes of identity to Zeneca, Miracle and finally to Scotts, from where he joins Rigby Taylor.

SSSI status conferred on Thorpeness GC

Thorpeness Golf Club has been designated a Site of Special Scientific Interest by English Nature, due to the work carried out by the green staff on bracken, bramble removal and gorse regeneration which has caused the Woodlark and Nightjar population to increase to above the national average.

"In 1997, the number of nesting sites of the Nightjar was recorded on the entire area, including the Aldringham Walks and the golf course, as 10 and Woodlark nest sites as 42. Now the

golf course can boast at least 10-15 Woodlark nest sites in its own right which makes the course a SSSI," said Course Manager Ian Willett.

"On the same day as we were informed about the SSSI the club learned that it had been given a Countryside Stewardship Award for habitat creation in areas of the course that are out of play and usually left. As Course Manager I have been working with Brenda Williamson, from the Suffolk Wildlife Trust, and Steven

Curtis, from the Suffolk Sandlings Project, to show that golf and conservation can mix and complement one another," explained Ian.

"I have the backing of the club from the Managing Director, Tim Rowan-Robinson, Secretary, Neville Griffin and Frank Hill, the club Professional, the committee and members but last, but by no means least, my excellent team of greenkeepers. In working towards the stewardship award, this shows that team work plays off."

A cry for help from across the pond

Wanted! Information in any amount of detail about slit-tining. I am currently working in the USA in western Colorado and am trying to convince our Superintendent that deep slitting our greens may help in developing a root system deeper than the one inch we are presently having to manage. The greens are almost entirely Poa,

very heavily watered in the summer, mown at 3mm in the mid-season and played extensively. Active leaf growth ceases during mid-November and resumes during March.

I have explained the success which I have achieved in the past on both courses I have been responsible for in England and Germany and would

like to relay the experiences, methods and theories about increasing rooting depth from other greenkeepers, agronomists and manufacturers of equipment. Thank you to any of you who may like to help me.

My address is as follows and I will reimburse postage costs. Paul Davies, PO Box 1524, Palisade, Colorado, 81526, USA.

Hell of a facelift for infamous bunker

One of the most notorious and infamous bunkers in the world is undergoing a facelift.

Around 150 railway sleepers have been lined up around the highest parts of Hell Bunker on the 14th hole on the Old Course to stabilise the face. The sleepers will be re-vented with stacks of turf built up so when complete the sleepers will not be visible.

At around 1500 square yards Hell Bunkers is one of the largest on the course and at 10 feet deep is one of the most difficult from which to escape. This was highlighted in the 1995 Open when Jack Nicklaus took four attempts to free himself of its clutches.

"We usually have to re-vent bunkers every five years and this is the first time we have used sleepers. They

will help to stabilise the surroundings and provide a template for future reconstruction and repairs. The bunker is now back to its pre-1995 size," explained Old Course Head Greenkeeper Eddie Adams.

The Old Course has 112 bunkers and several have names and historic associations. Next in line for re-venting is Shell Bunker in front of the 7th green.

Carden Park's icy discovery

Evidence of an Ice Age settlement has been discovered at Carden Park, near Chester.

Suggestions are that the discoveries, which include tools fashioned from flint, may have belonged to the later Upper Palaeolithic - Old Stone Age between 11,000 - 9,000 BC. This was the time when people first returned to Britain after the end of the Ice Age.

The site, in caves between the 8th and 9th holes of the Cheshire Course, does have more recent, but still historic past as a hermit, John Harris, lived in the cave between 1744 and 1765.

"The site has caused quite a bit of interest and we have had quite a number of students from Chester Archaeology and Liverpool University studying it," said Courses Manager, Andy Campbell.

New venue for Westurf

The popular South West and South Wales Regional show is moving from its traditional home to the purpose built exhibition centre of Westpoint in Exeter.

"I believe the new venue will be a huge boost for the show and I look forward to welcoming all our regular exhibitions and guests as well as many new ones," said Regional Administrator, Paula Humphries.

Paula can be contacted on 01363 82777.

ASSISTANT GREENKEEPER ASSISTANT GREENKEEPER ASSISTANT GREENKEEPER ASSISTANT GREENKEEPER

Profile

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: Chris Hutchinson

Club: Newark, Notts

Position: First Assistant

Age: 19

1. How long have you been a greenkeeper?

I started full-time employment in July 1997, after college

2. What education are you currently undertaking?

Preparing for PA1, 2 and 6 certificates

3. Which one task do you most enjoy doing?

Course construction and improvement

4. Which one task do you most dislike doing?

Repairing divots

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

Always wanted to do Course Management/Greenkeeping. Saloon car racing would be good, but it's difficult to get the sponsorship

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

Charlie MacDonald, now Course Manager at Crieff, and everyone at Witney Lakes

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

Later tee-off times for players - so we can get on with the job!

8. What are your hobbies?

Go-karting, golf, playing drums, basketball, squash, kick-boxing

9. What do you get out of BIGGA?

I've borrowed training videos and enjoy GI's up-to-date product, course and career information

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

Course Manager/Head Greenkeeper at Newark. The Lottery win will have come in very handy!

A new man at Whitby

Thanks to the NVQ system Whitby Golf Club discovered a "new man" amid their existing staff.

Two years ago, Robin Evans saw the benefits that could be gained by going down the road of NVQ.

Prior to this decision he had been finding it hard to proceed through the normal system because he found, as many do, it difficult to express his ideas on paper. The NVQ system seemed to be the answer, offering a practical hands on way of proving his technical ability.

Robin took it upon himself to finance his way forward and prove himself by means of the NVQ System.

Within a week or so, in the capable hands of Head Greenkeeper, Ian Lavelle, the golf club noticed a big change in, not only the attitude, but also the once hidden talents of their, now it seems revitalised, greenkeeper.

"Robin's whole outlook has changed. He has begun to display a renewed personal motivation in his job, pride in his work was evident and his previously subdued skills were now coming to light once more," said Ian.

The delight of Whitby Golf Club in his new attitude spurred Robin on and he constantly looked for new ways to improve his new standards.



Robin states, "All I knew about the job was down to Ian's training and the time he made for me to learn the required skills. However, I thought it was about time I achieved a formal qualification in my own right and sought out details of the NVQ Course

Robin's assessor, Andrew Boyd, Head Greenkeeper of Bridlington Golf Club, was delighted with his response, especially now Whitby Golf Club could see the worth of the NVQ way forward.

"What is most rewarding to me as Robin's Assessor is to see the system in place and working to produce a professional man with a whole new outlook and motivation. Added to this is of course the valuable help

given to both Assessor and Candidate in the skilful hands of the G.T.C. and support throughout the two years of hard work."

Geoff Cooling, Whitby's Greens Chairman said, "The Committee is delighted at Robin's success. At a time when a man of his practical experience might reasonably be expected to rest on his laurels, it is pleasing to see that he has made this tremendous effort to improve his knowledge. Both he and the Club must benefit in the long term."

Ian Lavelle added, "Robin has served Whitby loyally for many years and I and the other members of my staff are delighted at his achievement."

Practical Greenkeeping given a boost

Following the decision re-print Practical Golf by Jim Arthur, R&A Secretary Sir Michael Bonallack, has written to all greenkeeping colleges explaining that the book promotes sensible greenkeeping practices and should be made available to students.

"It is an excellent book and we have agreed to a re-print and I wrote to all the colleges to let them know of its availability," explained Sir Michael.

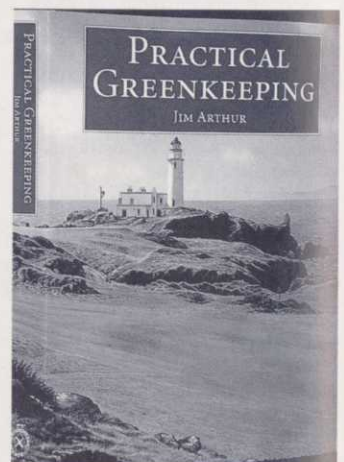
"Jim Arthur's book promotes sound greenkeeping practices and the colleges should use it as part of their teaching tools," he added.

While carrying Jim Arthur's name the book, in addition to containing

Jim Arthur's philosophies on greenkeeping gathered and honed from a lifetime in the industry, is a collection of views and writing from acknowledged experts in many different fields of the game including Donald Steel, Neil Baldwin, Barry Cooper, John Allbut and Jim's own son, Richard Arthur.

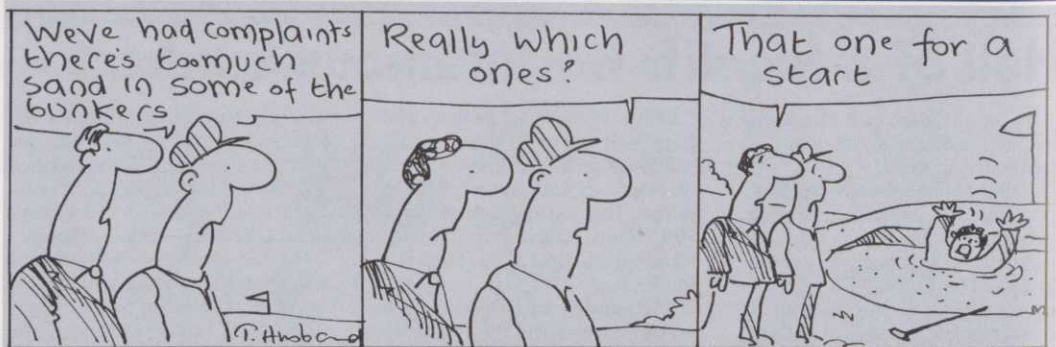
"The original idea for the book came from current BIGGA Chairman, Gordon Child, and it has become a compendium of views from top experts in their respective fields," said Jim.

Autographed copies of the book are available from BIGGA HOUSE priced £29.95 plus £3 p&p.



Royal Inverdivot GC...

by Tony Husband



Peter Wilson leaves industry

A reorganisation within Textron Turf Care and Specialty Products has seen President Peter Wilson promoted to another Textron company out with the fine turf industry and Paul Hollingworth become Managing Director of Textron Turf Care & Specialty Products Europe.

Peter, previously Chief Executive of Ransomes plc, will now become President of Textron Fastening Systems Europe where his responsibilities will cover the 23 operations across Europe, a total of 5500 staff and revenue exceeding \$700 million.

Paul Hollingworth commented, "We congratulate Peter on his new appointment and promotion and we wish him every success with his new responsibilities. I have benefited from working closely with Peter over a number of years and can confirm that it will be very much business as usual in the Turf Care Group within Europe."

Concurrent with this announcement, a new Group is formed headed by Carl Burtner, who becomes Chief Executive Officer of Textron



Golf, Turf Care & Specialty Products Group, that now incorporates the E-Z-GO company with the Turf Care Group.

Carl will be supported by Bob Grenhart, who becomes Vice

President Finance Textron Golf, Turf Care & Specialty Products Group.

Carl and Bob will be based at Elgin, Illinois, USA.

The new appointments take effect from January 1.

Iseki renew Textron link

Representatives of Japanese tractor manufacturers Iseki recently renewed an agreement with Textron Turf Care in Ipswich for Textron to continue to act as Iseki's UK agents.

Jacobsen Textron had previously marketed Iseki from their base in Kettering. The new five year deal is set to take the relationship between the two companies well into the 21st century.

Iseki were represented by Mr Fukatani, Executive Managing Director; Mr Abe, Overseas Business Managing Director and Mr Hamada, Director Iseki Europe. The agreement was signed on behalf of Textron by Peter Bell, Marketing Director.

Speaking after the signing, Peter Bell said, "Jacobsen have had an excellent relationship with Iseki and their tractors have built up a tremendous reputation in the UK for both quality and performance. Textron is delighted to continue the partnership and we regard Iseki as a fundamental part of our strategy to provide the strongest possible choice of products for our customers to meet all applications both now and in the future."

Record sales of BAR2 for Barenbrug

Steve Lawrence, Head Greenkeeper at The Suffolk Golf And Country Club, took delivery of the landmark 2000th bag of BAR 2 making it today's most successful mixture on golf greens and Barenbrug UK's best selling. The significance of the occasion was reinforced by the presence of Michel Mulder, Managing Director of Barenbrug UK. The supply of 2000 bags represents 50,000 kg of BAR 2 grass seed: enough to reseed at least 200,000 greens across the UK.



Five Lakes Greenkeeper tees off to pastures new

Five Lakes Greenkeeper, Martin Hucklesby, is moving on to Nigel Mansell's Woodbury Park, as Head Greenkeeper after four successful years working on the Links and Lakes courses at Five Lakes.

Commenting on his appointment, Five Lakes General Manager Noel Byrne said, "We are delighted that Martin's hard work has paid off with such a prestigious move for him. He leaves his successor with a tough act to follow."

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Thank you 1

During October I travelled more than 1400 miles on two separate visits to Aldwark Manor.

My first trip was for the official opening of the Association's new Headquarters by HRH The Duke of York. I felt that the day was a great success and I would like to congratulate all our staff for their efforts in making the day run so well. We will look back in years to come with great pride.

My second visit was as one of the Toro Excellence in Greenkeeping finalists and, although I didn't win the top prize, I found the whole experience very educational and rewarding.

I couldn't believe the camaraderie shown by all the finalists and look forward to renewing friendships at this year's BTME.

I'd like to thank Toro for sponsoring the awards and to the judges Bob Buckingham, Graham Dale, from Toro and Lely, and to Walter Woods, who had to travel the length of the country to assess each finalist's course. Not forgetting Ken Richardson and Sami for all their hard work in organising the awards.

**Richard Whyman,
 Bude, Cornwall**

Thank you 2

On behalf of the Canadian participants at the Hayter International Cup in Atlanta in October I want to tell everyone how much we enjoyed the friendships developed, the social events shared and the friendly, yet competitive, golf.

Canadian golfers, Sylvain Alarie, Mike Baden, Doug Meyer, President; Dean Piller, Vice President, along with myself and Past President, Pelino Scenna, benefited from this outstanding international event which was organised and funded by the Hayter Company. We acknowledge with gratitude Hayter's commitment to this event and we appreciate their efforts in making it such a great event for all of us. We also acknowledge the assistance and support provided by GCSAA, as representatives from the host country and all the related golf clubs, and other service providers. Often, the full significance of events such as the Hayter International Cup is not realised at the time. Certainly after two such events now having taken place, it is clear that the concept is valid and worthwhile. We hope that such an event can be continued and we in Canada (GCSA) stand willing to do what we can do to assist in finding the wherewithal to continue this outstanding exchange between, and among, superintendents from many parts of the world.

**Vince Gillis, Executive Director,
 Canadian Golf Superintendents
 Association**

Setting the record straight

With reference to your October letters, may I comment without unnecessarily prolonging acrimonious debate.

First to Ian Tomlinson. The Ghost grass syndrome has been known (in cereal crops too) for at least 50 years and the general consensus is that it is caused by a virus. Some have suggested nematodes (which it certainly is not). There is no cure so, rather like Take All Patch, lie back and accept that the condition will cure itself. Poa is the chief victim, so try to swing the greens back to a better balance - easier said than done, but not impossible.

Joe Paulin's letter rightly condemns writing in misleading generalities, (but writers in journals are always subjected to the handicap of the strict limitations on words). I share his view that greenkeeping is the art of applying science - echoing my own sentiments exactly.

However, I must take issue on the subject of "the USGA green". Strictly this was the USGA Green Section's specification for putting green construction, devised in 1960. Today it has been so regularly and drastically modified and the parameters have been so widened as to include almost everything (in an attempt to please everyone and avoid litigation) that in their own words it is no longer a specification, but a guide.

For the record, we should really refer to perched or suspended water table green construction, of which the USGA's is one version. The principle hinges on soil drainage physics - the essential point

I thought that I would write to express my personal opinion on what has happened in the last six months regarding local distributor changes.

Having spoken to several local Course Managers I am not alone in my dismay with the way the multi-national companies think they are benefiting Course Managers/Head Greenkeepers by getting bigger and taking competitors out of the market. The net result in 24 months time will be a steady rise in prices, they hope.

My job as a Course Manager at an average members club south of Birmingham is to get the most out of the budgets the golf club can afford. This means I have to build up a relationship with a representative from companies and this is built on trust, service and competitive prices. When the representative I

I would like to answer the letter from Mr Ross in the October issue. Having just returned from the official opening of BIGGA HOUSE, and seeing just what first class offices we now have, (in surroundings that are second to none) I would like to point out several facts to him.

Firstly our Association is to represent the greenkeepers and the greenkeeping profession (which includes you Mr Ross), and not to donate money to charities. While I'm sure we all agree with Mr Ross that Scope is a real charity, I think Mr Thomas and the Board of Management

being to balance the retention of water (and nutrients) by the surface tension of the soil particles against drainage dependent on the head of water. The finer the soil the deeper the root zone to achieve that drainage, but in any case there is a fixed and proven ratio between the average size of the particles in the three strata, (stone carpet, blinding and root zone) of 1:8 to 1:10. Below or above this ratio, disaster is inevitable.

I have been building perched water table greens since the mid 60s, in blissful ignorance initially of the "USGA spec" of those days.

Joe maintains that excellent results can be achieved with most things provided all other management was correct. The accent is on the most - and certainly some root zones in pasta disasters have been so bad that they could never be improved by good management, primarily because of excessive "fines".

I fully agree with Joe that the percentage of soluble fertiliser finding its way by drainage from greens to water courses, except in the case of frequent massive applications of NPK needed by sand-only greens, has been proven to be virtually nil. I need not stress that pure sand greens (an anachronism for desert conditions) are emphatically not "USGA specification".

Let's have some more healthy debate on a head to head basis and in good humour. I suspect that this would be far more to your readers' liking than thinly disguised trade advertisements masquerading as

deal with loses a product line, most of the time I would change to a similar product that the representative starts to promote as an alternative.

With recent changes I have altered my six year machinery plan so as to avoid the problems I experienced four years ago. It amazes me that the people who make the decisions on dealer or agent look for completely different qualities compared to the end user. Big premises, fleet of vehicles and big stock orders are not what Course Managers look for. We want good delivery, good back-up from the manufacturer and competitive prices. If this can be achieved from a garden shed then it would not stop me dealing with that company.

My latest capital purchase is going away from what companies say that we

would not be thanked by the members for spending our money in this way. As for the princely sum of money paid to Lee Hurst, for the BTME banquet, I'm confident in assuring you, Mr Ross, that a good fair price is always sought by the Association for these events. Linda Nolan (or the fourth rate singer as referred to by Mr Ross), was brought back by popular demand from the members. I think all members would agree that golf clubs who have supported the Building Fund did so to help further the development of the Association. This in turn improves the education of the greenkeeper, and who

articles.

May I take this opportunity to clarify my comments on the Forest of Arden article. First and foremost, the last thing in my mind was to imply any criticism of Raymond Hunt, who after all came first to Whitbread on my say-so at Goodwood, and who has been a staunch advocate of sound greenkeeping since he first learned it from my old friend Bill Lawson.

I can recall several occasions when I was consultant to the Group when I had to rebuke their hotel managers (including one long departed at Forest of Arden) for interference. "You don't tell your chef how to cook his greens so don't try and tell us how to cook ours".

As for Steve Clement, the facts as known are at variance with his claims and if he did not mean it he should not have said it, but to say "the bunkers acted as swimming pools when the irrigation system was on" implies over-watering to most knowledgeable greenkeepers - or is it not true. I have a card in my office which says "I know you believe you understood what you think I said, but I'm not sure you realise that what you heard is not what I meant". The written word is there for all to read.

What is inarguable is that Raymond has produced excellent conditions over the years for both his employers and the Tour.

**J. H Arthur
 Budleigh Salterton, East Devon**

should be buying and more to agricultural engineering where the machines are expected to last twice as long and spare parts are available within 24 hours, not four weeks.

It would be interesting to hear how many Course Managers/Head Greenkeepers are happy with the way the big companies keep changing dealers, whether for machinery or sundries. I prefer to deal with individuals who visit my course, not multi-national names in adverts, so if the local representative has an alternative product to sell then I will change too. In turn I keep the good working relationship that I have built up with the local representative.

**Kim Blake, Course Manager
 Fulford Heath GC, Wythall**

benefits most from this? The golf clubs. A cheap price to pay for success, Mr Ross.

I would like to thank Mr Ross' Laleham Golf Club who are in the 60% majority that pay the greenkeepers' subscriptions, and obviously a lot more supportive to the profession than Mr Ross himself.

Finally, if you haven't seen our new offices yet Mr Ross, please take the time to do so as I'm sure, like all those members who have already seen them, you will be proud of what we have achieved.
**Antony Bindley, East Midlands Section
 Secretary, First Assistant Kirby Muxloe
 GC, Leicester**