

Around  
the green

Stableford. Members may play with another greenkeeping member from another course or he can bring a golf member from his own club ie. Captain, Committee member, Greens Chairman, Secretary, Club Owner etc. All entries to be with Trevor 10 days before the Tournament, ie first post Monday, July 13. The main sponsors for the day will be John Deere.

I have just got back from Westurf's 10th Anniversary. The weather wasn't bad but in the afternoon we did have some heavy showers. This sent everybody scuttling to the beer and refreshment tent and the BIGGA tent. Jim Arthur, along with our National Chairman, was on hand to sign his new book for those who had the foresight to purchase one. They were in great demand. There was a glass of wine for everyone in the BIGGA tent. Judging by the amount there it looked like more than a glass. The show went very well and was quite well supported. However, more support would not have gone amiss, especially from our own Section. On your first Westurf Paula you did a grand job. Thank you Paula and also thank you to all of your helpers.

Ken Lodge

**Devon and Cornwall**

The Rhône-Poulenc and Supaturf meeting was the last of our winter programme and was held at West Cornwall GC on Wednesday, April 1. With the sun on their backs our golfing members played over the excellently prepared course for the Supaturf and Rhône-Poulenc Trophies.

Our non golfing members were treated to an excellent course walk by Head Greenkeeper, Brian Trevena, before lunch.

After a superb lunch Peter Bridgewater, Supaturf, and Paul Clifton, Rhône Poulenc, representing our sponsors for the day both gave a short presentation on their respective companies before presenting the golf prizes.

Supaturf Trophy for Head Greenkeepers & Trade.

1. Gordon Tamblin, Mullion, 38 pts;
2. Tony Ramsden, Budock Vean, 37 pts;
3. Richard Shapland, China Fleet, 35 pts

Rhône-Poulenc Trophy for Assistants

1. Peter Rendell, West Cornwall, 3 7 pts on back 9;
2. Graham Fitzpatrick, Dainton, 37 pts on back 9;
3. Tony James, Tehidy, 37 pts

Our afternoon educational talk rounded off the day, with Sion Brackenbury, from the Cornwall Wildlife Trust, presenting an excellent talk on ecological management plan for golf courses. The Section would like to thank Sion for his superb presentation.

Also the Section would like to thank the day's sponsors, Supaturf and Rhône-

Poulenc, for their continued support and to West Cornwall GC and all their staff who made our day run so smoothly, with special thanks to Head Greenkeeper Brian Trevena and his crew who had this wonderful links course in superb condition.

Westurf was the place to be on Wednesday, April 29, if you wanted to keep in touch with all the latest technology. It was nice to see so many of you at Westurf to support the Region.

Westurf is an important event for all greenkeepers within the South West and South Wales Region as it not only gives us the opportunity to view all the latest products available to maintain courses in first class condition, it gives the Region the opportunity from the proceeds of Westurf to offer you, its members, subsidised Regional seminar and trip to the BTME show and educational seminars at Harrogate also the Region has given grants to all our GTC approved local Colleges and grants to members to complete their College course.

There was a big Westurf welcome for our Chairman, Gordon Child, and Executive Director, Neil Thomas, not forgetting Jenny and Ken who completed HQ's team.

Congratulations must go to our Regional Administrator, Paula Humphries, on organising an excellent show on her first time. On behalf of all the Section I would like to thank everyone who helped to make Westurf '98 such a success.

Richard Whyman

Northern  
Ireland

**North East**

We held our first Golf event last month at Greenacres Golf Club. We would like to thank all those who attended, the owner, Stephen Crawford, for extending us the courtesy of the course and David Laird, of J.E. Coulter, for sponsoring the event. We had a very enjoyable day and an excellent meal after. The winners were 1. Adrain Lagan, 2. Ken Henderson and 3. Alison Sloan.

Congratulations to our Secretary, Mark Farrell, who has made it onto the BIGGA Support Team for the British Open. Finally we would like to welcome our latest new member Andrew Kerr from Galgorm Manor Golf Club.

Eamonn Farrell

Around  
the green

See you all next month!

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The new name appears in the title of the National Tournament this year, and with Scotts UK Professional giving backing it will help to strengthen an already fine event...

# National tournament

The fact that there is a change to the name of the sponsoring company for National Tournament will come as no surprise to the many regulars who play every year. In fact if the name had stayed the same for more than two consecutive years no doubt questions would have been asked.

In 1991 ICI Professional Products took over the role of main sponsor and since then that same company has undergone a series of identity changes - Zeneca and several forms of the Miracle name to name but a few. This year, however, the name change is there again but on this occasion it is slightly different.

Scotts UK Professional replaces Miracle in title of the competition for the first time as a result of the former's decision to buy the latter last year.

As well as the constant name changing two other constants remain in place at the National Tournament in association with Scotts UK Professional - the steadily improving prize table, surely one of the finest played for in any amateur golf event in the country, and the face of Richard Minton, who, while wearing a vast array of slightly differing logoed shirts, has organised the event since '91.

Now representing Scotts UK Professional, Richard will again be responsible for ensuring that this year's event, at the wonderful Letham Grange Resort, in Angus, will be a memorable occasion for all who take part.

"The aim of Scotts UK Professional is to reward the best golfers from within the greenkeeping industry with not only quality prizes, but to also build the prestige which should go with the title 'Greenkeepers Golf Champion'," said Richard.

"The event is the greenkeeper's



Richard Minton at the 1997 National Tournament

Open and open to all. The competition is certainly no less intense, but fun will always remain to the fore.

"It's a pleasure to sponsor and support such a long established and prestigious event in the greenkeepers' calendar," said Richard.

But what about Scotts UK Professional? It's always good to know a little about the company which is so generously supporting such a fine competition and enticing everyone with an amazing table of prizes.

Well if I tell you that the Scotts turnover exceeds \$1 billion you'll see that it is not exactly a bit player in the world's huge and ultra competitive fertiliser and chemical business.

As you may have gathered Scotts, although now truly a global company, has its roots in the States, Marysville, Ohio, to be exact, and it has grown at such a rate it is a great advert for many of its own fertilisers.

Founded in 1870 the company has expanded massively in the last 16 years with the help of an aggressive series of acquisitions and merg-

ers. It now boasts 2500 employees across the world and as well as factories across the length and breadth of the USA has divisions in the UK - with two major fertiliser manufacturing plants, Germany, France, Italy, Spain, the Benelux countries and eastern Europe.

Only late last year Scotts made its most recent acquisition when it bought Levington Horticulture giving the company a significant share of the British domestic and professional market.

The company started as a seed cleaner but by 1920 one out of five golf courses in the United States were using Scotts seed. Eight years later it introduced "Turf Builder" the first ever turf fertiliser and down the years the company has proved its self to be as keen to innovate as it has to expand.

With the Scotts name behind it the National Tournament in 1998 at the Letham Grange Resort is sure to be an event not to be missed. Those wishing to enter should contact Sarah at BIGGA Headquarters, or fill in the entry form which appeared in last month's magazine.



**This month, Geoff Steel gives advice to those wishing to invest in a PEP...**

A Personal Equity Plan (PEP) is an investment in shares or unit trusts in which both growth and income are exempt from any form of taxation. PEPs are attractive to investors because they are tax free. They are different from a TESSA in that the capital invested can go down in value as well as up. PEPs do not usually have a specified investment period, unlike a TESSA which must be for five years.

Introduced in 1987, PEPs have rapidly grown in popularity. Four and a half million investors now hold them. The annual sums invested have grown to about £6 billion, of which more than two thirds is in unit trust funds.

This is the last year in which a PEP can be taken out. Next year PEPs are to be replaced by the Individual Savings Account (ISA) which will be similar in the tax free status.

Anyone may invest up to a defined limit in a PEP in each tax year. The current limit is £6,000 for a PEP investing in a general fund of investments, plus £3,000 in a PEP in shares in a single company. The way in which the money is invested varies and each option has its own benefits.

Tracker PEPs are simply invested in the top companies listed on the Stock Market. These funds perform well while the stock market is increasing but will fall in value if there is a stock market crash.

Managed PEPs invest in companies chosen by the fund manager. Different managed PEPs have different criteria. Some aim for income while others aim for capital growth.

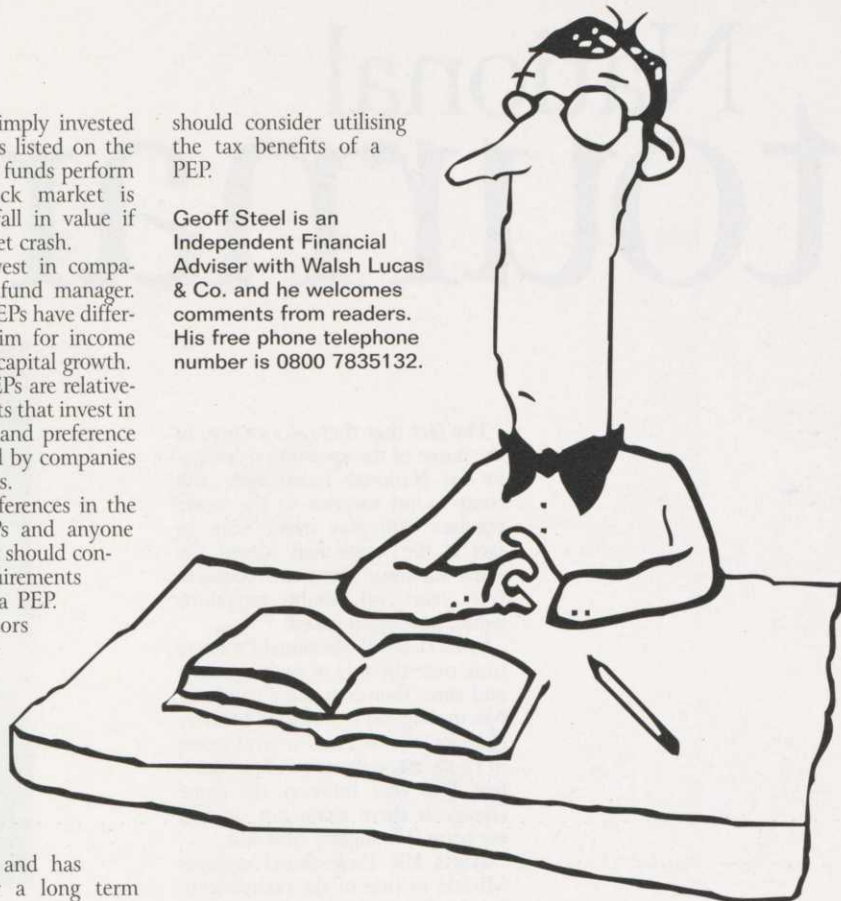
Corporate Bond PEPs are relatively low risk investments that invest in fixed interest shares and preference shares that are issued by companies when they raise funds.

There are huge differences in the performance of PEPs and anyone considering investing should consider what their requirements are before choosing a PEP.

For older investors requiring income, a Corporate Bond PEP is suitable, but for younger savers, a PEP aiming for growth maybe more appropriate. Almost anyone who is a taxpayer, and has money to save for a long term

should consider utilising the tax benefits of a PEP.

Geoff Steel is an Independent Financial Adviser with Walsh Lucas & Co. and he welcomes comments from readers. His free phone telephone number is 0800 7835132.



**Tony Rees, Freelance Health & Safety Consultant & Senior Instructor with Lantra National Training Organisation continues his look into Risk Assessment**

You may recall the first part of risk assessment, in which we looked at how to identify hazards within your work environment by performing a physical examination of the work area or activities and then breaking these down into stages to enable you to identify the hazards which you will encounter in your work.

Once these hazards have been identified, we can now move on to the second part of the risk assessment - that of assessing the risk.

Some hazards may present a small risk which may however occur frequently.

For example:  
**Hazard - wet grass on golf course**

**Risk of - slipping/falling**  
**Potential outcome - little or no injury**

Other hazards, however, may present a much greater risk which would be unlikely to happen.

For example:  
**Hazard - use of flammable liquid**  
**Risk of - explosion/fire if lighted**

**Potential outcome - death of severe injury to many.**

**Risk = Probability x Consequence**  
 The greater the risk, the more time, money and inconvenience you would be expected to spend to reduce it.

Once the risk has been assessed, we are then able to develop control measures in order to reduce or eliminate the risk. This can be done by the following method:

Elimination of the risk - by getting rid of a process of activity.

Reducing the risk - by substitution with a safer process/safer machinery.

Isolating the risk - by use of physical segregation, eg. machine guarding.

Control of the risk - by introducing safe systems of work, by redesign to control hazards.

Personal Protective Equipment - this should be the last resort, all other control methods should be tried first.

Discipline of staff - all staff should be fully trained and competent. Supervision should be given

when necessary.

A practical example would be:

Hazard - use of hand operated mower

Risk of - injury/amputation of limbs to operator, injury from debris projecting from cutters

Control measures - Is the hand operated mower suitable for the work - a ride-on mower may be more suitable. The machine should be adequately guarded to prevent contact with moving parts. There should be a collection box for cuttings. A safe system on work may be required for the activity. Are all the operators fully trained, and are they aware of the dangers from operating the machine? The operator should wear suitable personal protective equipment, ie. goggles, safety boots and gloves. Adequate signs should be in place to inform other staff, golfers and public that grass cutting is in progress.

When control measures have been developed, they need to be put in place. This may involve training or retraining of staff, and will require co-operation and consultation with

safety representatives.

When the control measures are implemented, they should be monitored, to ensure that they are effective in controlling the hazards and to ensure that they are being used. The assessments should be recorded and reviewed at regular intervals. They may need to be amended at times, especially if new work processes are introduced, new staff employed, or if an accident occurs.

Written Risk Assessment are one of the duties imposed upon employers (with more than five employees) by The Management of Health and Safety at Work Regulations 1992.

Tony Rees MIOSH is a Freelance Health & Safety Consultant & Senior Instructor with Lantra National Training Organisation Ltd

Further information on training courses and consultancy contact Lantra National Training Organisation Ltd (Jean John on 01282 831973 or Tony Rees on 01686 622799).

**Who?**

**What?**

**Where?**

**When?**

I am still receiving many questions about assessment and assessors and I thought that it would be useful to explain what assessment is, who can do it, where it should be done and how you can become an assessor

staff who have been trained and assessed as competent to assess assessors. The GTC does not assess the candidate's greenkeeping competence, this is proved by the candidate producing a CV and or job description.

Becoming an assessor means that all greenkeeping staff can be assessed to national standards, on the golf course, so ensuring higher standards of greenkeeping and better staff motivation which in turn means better golf courses leading to improved image and greater profitability. Moreover, the cost of training greenkeepers can be reduced if assessment is done "at work."

**1. What is an assessor?**

An assessor is a person qualified to judge if a candidate is competent at his or her job.

**2. What is a greenkeeper assessor?**

A greenkeeper assessor is a greenkeeper who is competent at the N/SVQ Level being assessed eg Level 2, 3 or 4 and who is competent at assessment.

**3. Who can become greenkeeper assessors?**

Any work based supervisor (Head Greenkeeper/Course Manager) at a golf club with an N/SVQ candidate registered on the scheme, either through the GTC or at one of its approved training providers, may apply to be trained as an assessor

**4. How are assessors trained?**

Assessors trained by the GTC, attend an intensive one day of training at regional venues. Following this training day, the trainee assessors spend time practising assessment techniques before returning, approximately six weeks later, to be assessed, by the GTC.

The Standards for assessors are set by the Training and Development Lead Body and lead to a D qualification eg. D32 is assessment by direct observation. The assessment process is carried out by GTC

**5. Who pays for assessor training?**

The GTC pays for all registration, training and certification costs for candidates trained and assessed by the GTC. Currently, training and assessment is available only for Level 2 assessors. However, to ensure that the N/SVQ system is successful, Level 3 and 4 greenkeeper assessors need to be identified, trained and assessed.

**6. How are assessors used?**

The GTC, currently, has trained in excess of 400 greenkeepers as its industry assessors. Many of these assessors are now assessing both GTC and college registered N/SVQ candidates on golf courses. Many are also assessing candidates at GTC approved colleges. These assessors are also available to golf clubs who, currently, do not have a trained assessor on their staff.

**7. Who controls N/SVQ standards?**

Awarding bodies such as City and Guilds, BTEC and SCOTVEC ensure that national standards are maintained by the use of internal and external verifiers and assessors. However, National Standards are set by Industry Lead Bodies, soon to be National Training Organisations.

**8. What does my club get out of me becoming an assessor?**

**9. How do I find out more about assessor training?**

Contact the GTC N/SVQ National Co-ordinator, Sue Gudgeon, on 01347 838640.

Many people in golf greenkeeping seem suspicious of the N/SVQ system, its standards and the method of assessment. However, if candidates are assessed at their place of work and show competence to National Standards then the Industry will be certain that those greenkeepers can "do their job."

Industry assessors have an important part to play in ensuring that standards are maintained and I can see a time when all head greenkeepers are industry assessors at Level 2, with a smaller number at Level 3 and a very small number at Level 4.

Only then will the Golf Greenkeeping (Sports Turf Maintenance/Management) N/SVQ system be operating correctly.

**Remember, all of the above relates to N/SVQs only. Assessment of National Certificate and National Diploma candidates will continue to be done, by examination and continuous assessment, in colleges.**



Improving on success is something which is never easy but, that said, it doesn't mean you should stop trying.

Last year's BIGGA's 10th Anniversary Golf Day was an outstanding triumph. The sun shone; Aldwark Manor looked its majestic best; the golf was scintillating; the food was superb and the company, provided by some of the best known personalities in the industry, was second to none.

The day had originally started out as a one-off occasion to celebrate the Association reaching the age of 10, but such was the response from both those who had attended and, indeed, those who heard how successful it had been, that a campaign was launched to make it an annual occasion.

And so it has come to pass that on Monday, June 22, the second BIGGA Golf Day, sponsored by BT Mobile will be held, and yes it will be improved on last year's superb day.

The field will be stronger than ever with 34 teams competing for the stunning crystal glass bowl won in marvellous fashion by the Watermaton team last year.

The winning quartet, comprising Watermaton Managing Director, Ray Lewis; Distribution Sales Manager, Joe Turner; George Brown, of Turnberry Hotel, and current BIGGA National Vice Chairman, and Ian McMillan, of Hankley Common and the holder of both the Toro Excellence in Greenkeeping Award and the BIGGA Environment Award last year, was presented with the prize by former England and British Lion winger, Rory Underwood, who was the special guest for the day.

The Texas Scramble format, favours all levels of golfer, giving everyone a chance to be a hero at least once during the round, and that will be repeated this year.

Among the stars who have had the date ringed in their diaries for some time now are Coronation

The BIGGA Annual Golf Day now has a prestigious new sponsor, some special guests and is guaranteed to be a day to remember...



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# Better than ever!

Street legends Des Barnes and Gary Mallet, alias Phil Middlemiss and Ian Mercer, and former Leicester and England rugby forward Dean Richards. They will all be putting their golfing prowess under the microscope.

Aldwark Manor is under new ownership and, anyone who is making a first return visit since last year will see some major changes.

Aldwark Manor Head Greenkeeper, Richard Gamble, has recently obtained a stable full of new Ransomes kit so the course will be preened to new levels of excellence. The hotel has undergone a major renovation and Manager, Richard Harrison, will ensure that no-one will be left wanting when it comes to refreshment and nourishment - last year's barbecue set a high standard but this year's he is set to surpass it.

Another highlight of the day will be the drawing of the Buy a Brick raffle prizes, some 30 of them, for which tickets have been sold up and down the length and breadth of the country.

Those attending the day will also be able to gauge the progress of the new Headquarters and Training facility which is currently under

construction a mere 50 yards from the existing building.

Due for completion in September work is on schedule and well underway and everyone who has bought a raffle ticket or made a donation on some other form will be able to see that the money raising is being put to good use.

The training facility is being kitted out using money donated by BIGGA's Gold and Silver Key supporters.

BT Mobile, the UK's largest cellular service provider with over one million business customers, knows how important it is for businesses to operate with the very best back-up and conditions and is therefore pleased to be the sponsor for the 1998 BIGGA Golf Tournament.

The company has a long tradition of supporting corporate and community events such as the Institute of Directors annual dinner and the Leeds Rugby Union Youth Development Programme.

As a company with a strong commitment to the region, BT Mobile wanted to sponsor an event that would not only enhance our business relationships, but would also prove to be entertaining and "competitive". The tournament attracts



companies from across the country and will provide excellent opportunities for networking across the board - and, as it is claimed, more business is done on the golf course than in the boardroom.

As a solutions driven company, BT Mobile's product portfolio covers cellular paging, mobile data and voice messaging services. Most recent developments have included the enhancement of its Business Mobility solutions package, which incorporates the latest mobile data technology allowing businesses to become more productive and efficient.

BT Mobile connects its business cellular customers exclusively to the Cellnet network. It is a wholly owned division of BT and employs over 1,000 people at its headquarters in Leeds.



The companies which will be represented at the day are:

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Clockwise from left: The barbecue last year was a big draw; Last years champions, The Watermation team receives the trophy from Rory Underwood; Des Barnes and Gary Mallet alias Phil Middlemiss and Ian Mercer



The most cost effective way of reaching readers of Greenkeeper International. Simply ring Jenny Panton, Cheryl Broomhead or James McEvoy on 01347 838581 and ask about an alphabetical category listing; the cost starts from as little as £29.50 per month.

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Locate the Logos, Greenkeeper International, Aldwark Manor, Aldwark, Alne, York YO61 1UF

Entries to reach us no later than Tuesday, June 16, 1998. The first correct entry drawn will receive the Walrus jacket. Don't forget to tell us the size of jacket you will require!

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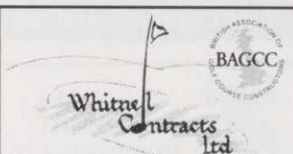
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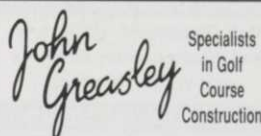
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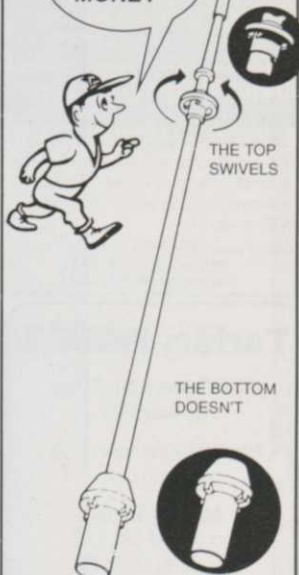
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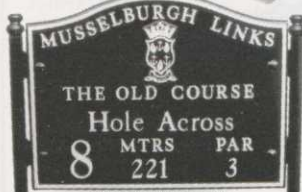
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