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Entries to reach us no later than Monday, December 13, 1999. The first correct entry drawn will receive a cheque for £50!

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Last month, David Sword a retired member of Kinross, certainly knew his numbers when he correctly identified all three telephone numbers.

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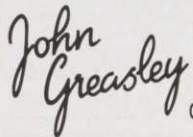


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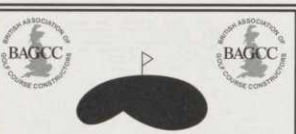


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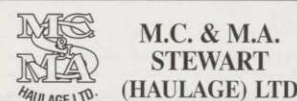
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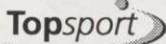
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23 year old Head Greenkeeper, qualified to SVQ level 2, PA1 and PA6, with 7 years experience on parkland and moorland golf courses seeks new position overseas.

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Nick Bennett, Groundforce Leisure,
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Require a

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Applicants will have at least 5 years experience in all aspects of greenkeeping. A thorough knowledge of machinery and water irrigation system is essential.

Qualifications up to NVQ level 3 preferred. Also spraying qualifications PA1, PA2 and PA6. Chain saw certificate would be an advantage. The successful applicant will be required to take over all the duties of the Head Greenkeeper in his absence. Early morning weekend working is essential. Salary negotiable.

Apply in writing to: The Chairman of Greens, Druids Heath Golf Club Ltd.,
Stonnall Road, Aldridge, Walsall, WS9 8JZ



MERRIST WOOD GOLF CLUB



require an

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Part of Merrist Wood College, this two year old 6,900 yard parkland golf course is maintained to the highest standards.

You must have relevant experience and be qualified to NVQ Level 2.

For further details and an application pack please contact Rosemary Todd, Personnel Recruitment, Merrist Wood College, Worplesdon, Guildford, Surrey GU3 3PE.
Tel: 01483 884055.

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Please send full CV & Photo to Gary Moseley at:

Golf Club Gut Altentann, Hof 54, A-5302 Henndorf, Salzburg, Austria.

Telephone: 0043-6214-60260 Fax: 0043-6214-610581
Mobile: 0043-6765460058 E-mail: gary.moseley@eunet.at

BRISTOL & CLIFTON GOLF CLUB



require a

MECHANIC/ASSISTANT GREENKEEPER

Bristol & Clifton Golf Club are seeking to employ a qualified Mechanic/Assistant Greenkeeper. The successful applicant must have the appropriate greenkeeping/mechanical qualifications together with a thorough knowledge of modern greenkeeping machinery. General greenkeeping practices will also be expected of the successful applicant.

Please apply in writing with full C.V. to
MATTHEW HAWKER, HEAD GREENKEEPER, BRISTOL & CLIFTON GOLF CLUB,
BEGGAR BUSH LANE, FAILAND, BRISTOL BS8 3TH.

ROMFORD GOLF CLUB LTD

Have a vacancy for an

ASSISTANT GREENKEEPER

We are looking for a Greenkeeper with NVQ level 2 qualifications to join our existing team on our busy established 18 hole parkland Course.

Salary and conditions negotiable

Please apply with CV to:-

Secretary/Manager, Romford Golf Club,
Heath Drive, Gidea Park, Romford, RM2 5QB



COOMBE HILL GOLF CLUB

GOLF CLUB DRIVE, OFF COOMBE LANE WEST, KINGSTON-UPON-THAMES,
SURREY KT2 7DF TELEPHONE: 020-8336 7600 FAX: 020-8336 7601

Requires an

ASSISTANT GREENKEEPER

The correct candidate should be hard working and competent in all aspects of Modern Greenkeeping with a minimum of 5 years' experience.

Minimum Qualifications of NVQ Level 2 with
PA1, PA2A Spraying certificates.

Salary negotiable depending on experience.

Please send full CV and hand written letter to :

Murray Long, Head Greenkeeper, Coombe Hill Golf Club,
Golf Club Drive, Off Coombe Lane West,
Kingston-upon-Thames, Surrey, KT2 7DF

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GATTON MANOR HOTEL GOLF AND COUNTRY CLUB

Invite applications for the position of

DEPUTY COURSE MANAGER

The successful candidate should be pro-active with the ability to organise work programmes and motivate staff.

Must have at least 5 years experience and knowledge of all modern greenkeeping methods.

Qualified to a minimum C&G phase 3 and hold relevant spraying certificates.

Accommodation is not available.

Applications in writing enclosing full CV to:

John Davidson, Course Manager, Gatton Manor Hotel Golf and Country Club, Standon Lane, Ockley, Surrey RH5 5PQ



Requires a

COURSE MANAGER

Gay Hill Golf Club is an 18 hole, 6,532 yard course situated 7 miles south-east of Birmingham, and is privately owned.

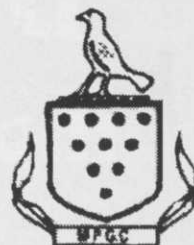
The position requires an outstanding candidate, hard working and self motivated with the necessary supervisory skills to lead a team of five in all aspects of maintenance and development of the course.

The successful candidate will demonstrate a full understanding of Golf Course management and maintenance supported by qualifications and relevant history.

If you are interested in this opportunity and have the necessary qualifications and experience please apply in writing including a full CV to:

The Secretary, Gay Hill Golf Club, Hollywood Lane, Birmingham B47 5PP

Closing date for applications 18th December 1999



MAXSTOKE PARK GOLF CLUB LTD

Applications are invited for the position of

DEPUTY HEAD GREENKEEPER

Applicants should be qualified to NVQ Level 3 and hold PA1 and PA2 Spraying Certificates.

The position requires a person who is self-motivated and has good man-management skills.

The applicant will work as part of the management team and may at times carry responsibility for course decisions, operations and staff direction.

Applicants in the first instance are invited to apply in writing with a full CV to:

**The Secretary, Maxstoke Park Golf Club,
Castle lane, Coleshill, Warwickshire B46 2RD**

SKIPTON GOLF CLUB LIMITED

Invites applications for the position of

HEAD GREENKEEPER

For established undulating parkland course at the Gateway to the Yorkshire Dales.

Applicants must be fully qualified, experienced and able to demonstrate the following competences.

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Drive and initiative

Problem solving and decision taking

Machinery maintenance

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Salary negotiable according to experience of the successful applicant.

Application forms are available from The Secretary, Skipton Golf Club Limited,
Off North West By-Pass, Skipton, North Yorkshire BD23 1LL.

*Completed application forms supported by CV should be returned to
The Secretary no later than Friday, 31st December 1999.*



Yeovil Golf Club invites applications for the post of

COURSE MANAGER

The primary responsibilities of this challenging position relate to the management and development of the 27 hole complex and associated grounds.

Key areas are as follows:

- Maintenance and presentation of the golf courses to the highest standards
- Care of all landscaping, trees and wildlife conservation areas
- Supervision and development of all greenkeeping staff
- Administration of work programmes and budgetary control for operational and capital areas

The successful candidate will require the following attributes:

- A recognised qualification in Agronomy, Horticulture, Plant science with specialisation in Golf Course Management
- A minimum of 10 years experience with at least 3 years as Head Greenkeeper/Course Manager
- Strong working knowledge of all modern golf course management practices with the ability to train, motivate and direct staff
- A proven ability to prepare and monitor budgets, inventories and expenditure

Salary and Terms of Employment negotiable depending on qualifications and experience. No accommodation available

Applications with full CV by 7 January 2000 to:

Secretary/Manager, Yeovil Golf Club, Sherborne Road, Yeovil, Somerset BA21 5BW

Feature listing from December '97

December '97: Seed Development; Longhirst Hall GC; Toro Awards; Fertiliser Spreaders; Communication

January '98: FEGGA Conference; Buying Power Equipment; Elmwood GC; Mobile Phones; Traffic Management; Spraying; Environment

February '98: BTME Review; Overseeding; Royal Mid Surrey GC; Drainage; Thatch

March '98: Trees, Golf Course Accessories, News from GCSAA, Leamington & County GC, Trevor Smith's BTME Talk

April '98: Gleneagles Hotel, Compact Tractors, Environment, Protective clothing, Rain bird, Internet

May '98: Greens Mowers, Suspended Water Table Greens, Seeds, Letham Grange Resort, Charterhouse profile, Security and BIGGA's Fund Raising Campaign

June '98: Interview with Nick Park, Earthworm special, ATVs, Royal Porthcawl, Grinding

July '98: Aeration, Royal Birkdale preview, The importance of research, Architecture

August '98: Mill Ride, Fescue, Blowers, Textron, Open Review, Nematodes, Training

September '98: Nine holers - Tolladine and Fingle Glen, Turf, Steve Clement profile, Drainage, World Scientific Congress report

October '98: Saltex Review, BIGGA Retrospective, Stirling GC, Toro Awards Preview, Tree grants

November '98: Royal Opening, Ramsdale Hall GC, Gang Mowers, Hayter International report, Irrigation Systems

December '98: Toro Awards, Environment Awards, The Appliance of Science, Engines, Architects, BTME Preview

January '99: Pesticide Usage, Life in Colorado, Lyshott Heath GC, Worm Research, Stylo Matchmaker profile, Temporary Greens

February '99: Westerham GC; R&A questionnaire results; Finland; grass cutting; BTME99 Review; Bernhard and Co

March '99: Loch Lomond, Worm update, GrassRoots, Softspikes, Maintenance facilities, Environment review, Architecture

April '99: Carden Park, Telecommunications, Water Management, Rolawn, Seeds

May '99: Security, Bude and North Cornwall GC, Spraying Regulations, Jim Arthur, The Acid Theory, Amenity Technology profile

June '99: Thorpeness GC, Millennium Bug Busting, Irrigation, Scotts profile, Company adaptability

July '99: Carnoustie, Golf Course Furniture, Spike Research, Toro profile, BIGGA Silent Auction

August '99: Viscount Whitelaw tribute; Open review; Merrist Wood; Saltex preview; Turf; Trees; Grass Cutting; BIGGA Golf Day review; Redexim profile

September '99: Slaley Hall; Tyres; Spotlight on Thatch; Elmwood College Awards; National Championship preview

October '99: The Manor House, Castle Combe; Aeration; Saltex review; Mycorrhizas; Toro Award preview

November '99: Sir Michael Bonallack interview; The Pines GC; Oil; Bunkers; National Championship review



Into the Millennium



The last month has seen the finals and presentations of the awards for Toro Excellence in Greenkeeping, the Toro Student Greenkeeper of the Year and the Environment Award sponsored by Amazone Ground Care, Grass Roots Trading Company and BIGGA.

The Toro Award finals at Aldwark was a long and nerve racking day for all the finalists. Both competitions were very close but as the saying goes, there can only be one winner on the day and I am sure in Brian Turner and Tommy Givnan we have worthy winners. However, I do feel that the saying only one winner is a bit of a myth because, as I said at the presentations, all the finalists were winners in their own right. They had all won through at regional level and that's no mean achievement, so I would like to congratulate each and every one of them. I would also like to express my thanks to all the judges who once again had the task of marking, adding up and deliberating the final results.

The Environment presentations took place at the Royal Berkshire College, which is very close to the winning golf club, Temple, where Martin Gunn is Course Manager. The judges for the award were Bob Taylor and Jonathan Hart-Woods from the STRI and Dr Keith Duff from English Nature. After the awards presentation and speeches, we were taken to Temple Golf Club for lunch and photo session.

The day included representatives from all the golf clubs who had won through to the final stages - Sandmoor GC, in Leeds,

won a special award which will be presented at a later date.

The competition was started five years ago by Rod Baker of Amazone Ground Care. His enthusiasm remains as strong as ever for environmental issues and the industry as a whole are indebted to him for his continued input and support.

On 27 October Marion and I, along with Neil, Elaine and Pat, our immediate Past Chairman, attended a service of thanksgiving for Viscount Whitelaw in the Guards Chapel at Wellington Barracks, London. It was a very moving and emotional occasion and one we will never forget. It made us even more aware of how lucky we were as greenkeepers to have him as our President and friend for so long.

My next appointment was in Dublin for the GCSAI Show and a chance to meet with our BIGGA boys from Northern Ireland. We had a very productive meeting and agreed to help them to run a conference in late October or November in the year 2000. Later that day we had a chance to further cement our friendship with the Superintendents Association of Ireland in a dinner meeting with Iain Richie and Joe Bedford in the company of Bob Buckingham from Toro. The meeting again was very cordial and can only strengthen the relationship between our two associations. I would like to thank Bob, Iain and Joe for their hospitality.

Over the last few months I have had a lot of criticism from greenkeepers about fellow greenkeepers and the way they maintain their golf courses. While I understand the reasons for some of the comments, it concerns me that as greenkeepers we should not be criticising each other but looking at the reasons why.

I was always a traditional type greenkeeper, but I do understand that in the pressurised modern day golf climate we can be forced to prepare courses which we know deep down we are not acting strictly within the laws of agronomy. The modern golfer and even more so the professionals are dictating how the golf course should play and I agree that is sad, but we should understand the pressures some greenkeepers are under from big business, where play, must go on, no matter what the weather or time of year.

If a greenkeeper is in this situation and wants to keep his job he has to provide what the members and management want - lush green courses all year round.

So how do we change this way of thinking? I believe it must come from the top down. The high officers within golf must try and teach the modern golfer and the pros what real golf courses in Britain should be like and in turn the golfer will have to learn the skills which after all is tradition in our part of the world. If you want to be critical then aim your criticism at the controlling bodies, not at the greenkeeper, for he will know that long term he cannot maintain healthy turf by overfeeding and overwatering just to provide picture postcard looks. I'd like to remind members to read the BIGGA Code of Ethics, which they have agreed to, before criticising others.

My last visit of the month for this magazine was to Scotsturf in Edinburgh where I met up with Tracey, Diane and Steve from HQ and Peter Boyd the Scottish Administrator. Our stand was kept busy with a steady flow of greenkeepers and it was good to see so many new members joining. I enjoyed meeting many old friends and our Vice Chairman Elliott Small was one of the first to arrive on Wednesday morning. A visit to Scotland would not be the same if you did not have a drink with Jimmy Neilson and Cecil George and take in their friendly banter.

The show was well attended and proved to be a good meeting place for Scottish Greenkeepers. However, I did see one from England, Barry Heaney, who was with John Crawford, two Past Chairmen, together and both looked in good form. I would like to thank Peter Boyd who looks after our Scottish members so well and Tracey, Diane and Steve for a very pleasant two days in their company.

By the way, for all the people that have asked about Marion's ponies, they're doing fine.

Finally, I'd like to take this opportunity of wishing all our members, staff and supporters a joyous Christmas and successful seasons in the year 2000.

Gordon

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