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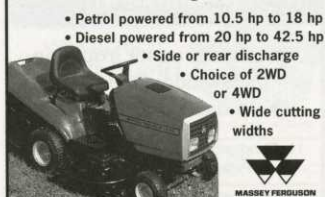
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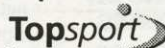
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Must have minimum qualifications to NVQ2 plus PA1, PA2 and PA6 spraying certificates.

Candidate must also have at least 3 years' experience with up to date practices.

Committee for Greenkeeper Salary rates apply.

Applications in writing, including full CV to:

Course Manager, The Clubhouse, Stockley Park, Uxbridge, Middlesex UB11 1AQ

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BLACKMOOR GOLF CLUB

FOUNDED 1913

REGIONAL OPEN QUALIFIER 2000, REQUIRES A FIRST ASSISTANT GREENKEEPER

(ONE POSITION)

Minimum qualifications of NVQ Level II with PA1, PA2A and PA5A Spraying Certificates as an advantage. Must have 2 years' experience and knowledge of all modern Greenkeeping methods. Should be pro-active with the ability to work on own initiative.

Salary will be as the recommendations set by CGS.

Applications in writing with full CV to;

Blackmoor Golf Club, Golf Lane, Whitehill, Bordon, Hants GU35 9EH
Tel (01420) 472775 or fax (01420) 487666



FINGLE GLEN GOLF CLUB

Invite applications for the post of

Head Greenkeeper

We are seeking hard working team leader with enthusiastic nature. Applicants should possess all relevant qualifications and experience of parkland courses.

Applications in writing with CV to:

Andy Bridgeman, Fingle Glen Golf Club, Pathfinder Village, Exeter, Devon EX6 6AF



HEATON MOOR GOLF CLUB

FOUNDED 1892

COURSE MANAGER

Applications are invited for the newly created position of Course Manager at Heaton Moor, an established 18 hole parkland course situated south of Manchester in Stockport Cheshire, close to all the Cheshire courses, north west of the M60 Junction 27.

This is an ideal opportunity to establish yourself in a new post. The successful candidate must possess relevant qualifications, be experienced in all aspects of modern course management and be willing to pass on this knowledge to the staff. He or she must have the ability to lead and motivate staff and co-ordinate a training programme for two Apprentice Greenkeepers. Organisation and control of Budget, Work Programmes and Machinery Maintenance is essential, together with a knowledge of Health and Safety requirements.

Salary and Conditions are negotiable.
There is no accommodation available.

If you feel that you could lead our enthusiastic team,
forward your application in writing, including full CV, to:

The Ground Chairman, Heaton Moor Golf Club,
Mauldeth Road, Heaton Mersey, Stockport, Cheshire, SK4 3NX.

Closing date for applications: 31 August 2000

LENSBURY

A glorious Club owned by Shell with 80 years' history of sporting excellence and now a thriving leisure club.

Located in 25 acres of grounds/gardens on the Thames embankment, this 160 bedroom club is investing in new facilities, to include the creation of a Golf Court and is looking for:-



LENSBURY

at Teddington Lock

HEAD GROUNDS/ GREENKEEPER

Working with a team of five staff, duties will include:-

- Maintenance of existing fine turf areas (tennis and bowls)
- Working with architects, Swan Golf, in the construction (commencing September) and subsequent maintenance of the new golf court with greens and tees constructed to USGA standards.
- Landscape gardening and estate management.

Applicants will have full knowledge/relevant qualifications in groundsmanship to include greenkeeping. Some gardening experience also helpful.

Interested? Send CV to Lensbury, Personnel Department,
Broom Road, Teddington, Middx TW11 9NU
(Visit our website: www.lensbury.com)

BRYNHILL (BARRY) GOLF CLUB

Applications are invited for a suitably qualified and experienced

Course Manager

This is a new appointment and offers an exciting and challenging position to the right person who can demonstrate the relevant skills, knowledge and experience coupled with the determination to achieve excellence in a team working environment.

Reporting to the club secretary, the position requires a person who is self motivated with excellent man management skills to lead a team of 4/5 people and has detailed knowledge of modern golf course practices. The Course Manager will be responsible for the Health and Safety practices within the Golf Club.

The successful candidate must be able to display experience in all aspects of modern green keeping together with the first class presentation of a golf course.

Salary and conditions are negotiable. No accommodation.

Please apply in writing including CV and attained qualifications to:

The Club Secretary, Brynhill (Barry) Golf Club,
Port Road, Barry, Vale of Glamorgan. CF62 8PN



Balmoral Golf Club Ltd

REQUIRE AN

ASSISTANT HEAD GREENKEEPER

Applications are invited for Greenkeepers with a minimum of 2 years supervisory experience on a Golf Course and a qualification in Greenkeeping and Sports Turf Management at NVQ Level II or above.

For an application pack apply in writing to:

The General Manager, Balmoral Golf Club,
518 Lisburn Road, Belfast BT9 6GX

Completed application forms must be returned by Monday 28 August 2000

Friendly advice

Now, as you know, I am not one to criticise but there are certain things that are going to have to be said. Let us face the facts to ourselves and admit that when it comes to getting on with golf club members, some of our performances leave a great deal to be desired. Now before I contin-

ue, I have to admit that I have been less than deferential to these good people on the odd rare occasion. Still, like many of my colleagues, I am just going to have to learn a few hard lessons when it comes to public relations. I know some of you have got the punters to the stage where they honestly believe solar energy radiates from the final component of your alimentary canal but believe me, you are in the minority.

There is no doubt about it, some of us, maybe the majority of us, view the golf club member as somewhat objectionable, an object, even, of evil and depravity.

So how has this sorry state of affairs come about? Well if we travel back in time half a century or so ago we find that we were actually considered to be of the same social standing as our professional golfer friends. Both of us were one step above being in the gutter of society. But as the years have passed, the professional has risen up that ladder to get to the stage where the members give him the utmost in respect. We alas have stayed pretty much at the same level. But when you think about it, this was always inevitable, you just have to look at the life of the pro. Even those sad ones that spend

practically all of their dismal existence in those seedy back rooms of their shops perched on a mountain of pornographic literature while watching Peruvian Yak racing on Eurosport, have gained a certain approval from the membership. This is simply because they are theoretically at least able to do the one thing that nearly all club members can't, i.e. play golf to a reasonable standard.

As for the good ones, they are at the nucleus of golf club life in daily contact with all those critical key members. They own an Aladdin's cave full of the latest in golfing armoury, guaranteed to bestow the purchaser with eternal tranquillity. They are a veritable oracle of golfing technique, eager to part with this theoretical elixir for a mere 30 quid an hour. With their designer couture, hair by Antoine and sales patter honed at the finest estate agent schools they have taken on an almost God-like status within golf club society. Is it any wonder that when an attractive young female accidentally strays within the confines of a golf club, it is the assistant pro that get to fulfil their thoroughly unhygienic carnal urges on them long before any underprivileged grass cutter gets so much as a sniff in the relevant direction.

Let us now compare the life of we greenkeepers. Firstly, as is befitting to people of our class, we engage in manual work, we get dirty and sometimes drag this disease carrying filth into the clubhouse. We apparently spend vast amounts of the members' subscriptions without actually bringing anything back into the club and on top of that just when the greens were getting nice we stick all these holes in them. Add to this the temporary green factor, trolley bans, course closure, our habitual use of deadly chemicals and the fact that the course down the road is always bloody immaculate and what chance do we



have.

It's a wonder we are not pelted with rotten eggs as we put them off their strokes while driving those noisy machines everywhere.

There is no doubt about it, the life of the greenkeeper comes with built-in unpopularity.

The standard method we have always adopted in trying to gain some sort of respect, is to baffle them with science. An example would be in answer to the perennial question; "Why have you spiked the greens?" Our answer would go something like; "So as to re-establish aerobic conditions thereby encouraging beneficial micro-organisms capable of secreting enzymes specific to the breakdown of lignin which, as you know, is inherent within the organic layers of a modified podzol."

This type of retort if used to excess, can lead the member into the belief that their Head Greenkeeper has spent too much time in the chemical store. I have worked for a Head Greenkeeper in the past who always used this format of conversation when faced with committee's question time. The result was they pressurised him out and went to great lengths to replace him with an utter moron that didn't know a fescue from a fuchsia and whose drunken monosyllabic conversation consisted primarily of expletives.

So what else can we do to drag ourselves out of this sea of loathing. Well it's just an idea but may I be so bold as to suggest we be nice to them. That's right, strange, alien even somewhat perverse though it may seem, one way in which we could gain some respect from the golfers is by engaging in social pleasantries with them. "Networking" I believe is the modern day terminology for this activity and I understand it is now considered essential for anyone aiming to advance within their chosen career.

To examine my theories further, let me paint a hypothetical picture. Imagine, if you will, a fairly typical greenkeeper who gets on reasonably well with the membership as a whole. Unfortunately though he gets the odd bit of grief from the club's better golfers who insist on warp factor stimpmeter readings, the Captain who has convinced himself he is a world authority on turf management and the treasurer who would insist that the course and all the main greens remain open in a Biblical flood. On their own they are relatively harmless but they play golf with other people and like nothing better than to have a good old moan at the poor Head Greenkeeper's expense.

Over a period of time they build their own little groups all of which spread further rumours of the greenkeepers incompetence until slowly, imperceptibly life becomes increasingly stressful for the poor unfortunate. The problem is, as we know this

picture is not so hypothetical and is indeed happening to literally 100's of us all over the world.

But what if this greenkeeper came into work one day and as well as his cheery wave to the regular golfers he sees he also has a little chat to them when they get back to the clubhouse. "How was your game today?" he may ask. Believe me, to a golfer the most important subject in the known universe is his golf game and so he will relish the prospect of detailing every aspect of his talents to the greenkeeper in question. In reality of course the golfers' golf game is the most boring subject known to mankind but if that greenkeeper can appear to show genuine interest, he will quickly develop a certain rapport and so the first steps in networking will have been taken.

That mutual regard can then be developed and expanded to other members of the club. They may not be the key members but the greenkeeper will start to get allies on his side. What if he then started to play a bit of golf himself at the weekends. He does not have to play with the members themselves, it is when he is in the clubhouse with them before and after that the good work could be done. He could go from one group to another and spotting a previously networked face would ask "How are things going?", "How did you play? I saw your shot on the 16th today. That was impressive."

It does not matter if he is unfamiliar with the other members of that group; he will be drawn in and so will build up further associations some of who may prove to be very useful in the future. Eventually he can become pally with quite a few of the regular members that have so much influence on the powers that be and slowly that criticism he was previously getting could decrease or start to fall on deaf ears. After all no one likes to hear a friend being slagged off behind his back.

Things will really be starting to happen when the greenkeeper can get it to the stage where he can engage in good humoured leg pulling. The above exchange of words would then be replaced with something like "How are you doing you old git, still hacking up my course? I saw your shot on the 16th today, nice fluke." If he can get it to that stage and

have them respond in the same way, then he knows he has got it cracked.

Now I know what you are thinking, the above scenario would be impossible at your club and in some cases you may well be right. But why not give it a try, the professional does it, so might the secretary, so why not us. The key is slowly at first, build things up and let them dictate the pace but always make the effort. So then what would happen to all those people that gave our poor greenkeeper so much aggravation in the past. Well, either they too will have been incorporated into the greenkeeper's network, or they will simply be so outnumbered that they will be disregarded as whingeing old products of flatulence.

All right, maybe I am being a tad idealistic but a few friends are always better than none at all. It does not matter how appalling your club is, there is always some form of networking that can be done.

Can I add some further advice on this subject? Firstly target those key individuals at your club. The professional is certainly one because of the influence that he generates but also the club's good players and all of your committee. Never say anything bad about people at your club as it will simply result in mistrust. Other people may do it all the time but they are usually the unpopular ones and it is best not to associate yourself with them. When dealing with the Lady Captain and her colleagues remember flattery will get you everywhere but never make the

mistake of giving the impression you have a physical interest in her. The consequences of this are too horrific to contemplate.

This may appear controversial but I suggest you never ask anyone to repair a pitchmark or replace a divot. It does not matter how nicely you ask them, they will always resent you for it. Just turn a blind eye and do it yourself. Put signs up everywhere or write little articles in their newsletter but never target individuals in this way, it's asking for trouble. I know some of us have rejoiced in the ritual put-down of golfers that this situation offers but remember, they are not the enemy. If someone comes up to you with a suggestion always try to give it respect especially if he is a member of standing. It does not matter how stupid the suggestion is and we all know just how stupid they can get, just try to be as diplomatic as possible.

I could go on but I am sure you could all come up with your own techniques. I am not promising the end of all your woes but give it a go; it may just help, it certainly helped me.

Sandy McDivot.
Head Greenkeeper,
Sludgcombe Pay and Play



Feature listing from August '98

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, Ramside 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

December '99: Agronomy; Security; Environment Competition Winner; Toro Award Winners

January 2000: Greens Construction; Awkward Jobs; Sandy McDivot; Agronomy; Toro Award review

February 2000: BTME2000 review; Committed to Green interview; Rookery Park GC; Engines; Chairman's profile; Environmental Management

March 2000: Cleobury Mortimer GC; Course Furniture; R&A Conference Report; Cutting heights; Avoncrop profile; Valderrama report; Westurf preview

April 2000: Fortrose & Rosemarkie GC; Utility Vehicles; Irrigation; Seed breeding; Gem Professional profile.

May 2000: Ross-on-Wye GC; Top Dressing; Course Mapping; Compact Tractors

June 2000: National Championship preview; Spraying; World Education Conference review; Environmental Management; Mowers

July 2000: Open Championship Preview; Dougal Duguid Court Case Report; Pest Control; Aventis profile; Course Conditioning



Training for the future



I received a phone call recently from a very pleased young lady who had some good news for me. It was Tracey, our Membership Services Officer, and the news she had was that we had now passed the 7000 membership level. This is good news and supports the fact that BIGGA is a steadily growing Association, as more and more greenkeepers appreciate the benefits of being a member of BIGGA. With a very professional and forward thinking staff at HQ backed by all the dedicated volunteers from every Section, through Region to the Board of Management all with the same view in mind to make BIGGA an Association to be part of and proud of in this new millennium. No I have not forgotten the Regional Administrators as I want to say well done to all of them and also Tracey and Kirstie for all the hard work that has helped to raise the membership to this next level.

At mention of Kirstie, congratulations on your recent marriage and all our best wishes to you and Salam for a happy and healthy future.

At the end of June I had the pleasure of attending the Scottish Regional Tournament at Newmachar Golf Club near Aberdeen. It was a nice day and although my golf does not improve the company was excel-

lent. I was fortunate to play with Peter Thomson, the Green Convenor at Newmachar, and it was both interesting and enlightening to listen to the obvious enjoyment he got out of working with Dale Robertson the Course Manager and the green staff in their efforts to improve the course especially on the environmental side.

After speaking to Dale it was also obvious that it was a good working relationship from the staff's point of view which is most beneficial to all concerned especially the club itself. The more I speak to people round the country the more I find the Green Convenor/Chairman who is now genuinely interested in the golf course and the staff and perhaps the days of the guys who are only there for a year or two on their way to becoming Captain or possibly to leave their mark on the course are on their way out.

It is amazing what can be accomplished with a harmonious working relationship between Greenkeeper and Green Convenor/Chairman.

My thanks to the Region for their hospitality and not forgetting the third member of our group who I always enjoy playing golf with but don't tell him!

On June 19 BIGGA held their company Golf Day and what a great day it was. Thirty teams from many different companies took part in a Texas scramble. The weather had to be the hottest day of the year, 30 degrees, and everyone seemed to enjoy themselves immensely. I always believe that we have in this profession a very good relationship with the 'Trade' and it's important that as they support us, we should support them.

From pleasure to business and next day it was our June Board of Management meeting. At this meeting two

far reaching proposals were put to the Board. The first of these proposals was that BIGGA should adopt a Continuing Professional Development (CPD) scheme. This is a scheme which will allow members to carry on with training as and when they are able and also a system that individuals can enter into at any stage in their career. More and more industries are adopting CPD and I believe it is right for BIGGA as well and another step forward in BIGGA's efforts to give members access to education and training at all times. So I was extremely pleased when the Board unanimously agreed to adopt this scheme immediately. (See details page 18).

The second proposal was one to introduce a new category of membership for new unqualified members and also a minimum qualification for Full Greenkeeper membership. Now for those of you like me who do not have any paper qualifications don't panic as all current members would retain their current membership category and this is an important stipulation. This proposal would obviously be a major change in membership terms and the Board decided that this needed to be discussed at both Section and Region levels before coming back to the Board of Management.

Even if you are not on a Section committee but you have views on this proposal contact your Section Secretary as everyone will be listened to.

As I started this report with good news I end it with sad news from our point of view with the imminent departure of Jenny Panton from our Sales and Marketing team. Jenny will be missed, but we all wish her the best of luck in her new job.

Elliott Small

MEMBERSHIP REQUEST CARD

If you are employed as a greenkeeper, at college studying greenkeeping, or involved in any way with the fine turf industry, then BIGGA membership could benefit you. To find out more about membership, fill in this card and send it to us today.



Yes, I'm interested in joining BIGGA. Please send me details of:

Greenkeeper Membership
Membership subscription includes magazine

Associate/Company Membership
Membership subscription includes magazine

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