

Image is Everything

Frank Newberry continues his guide into job hunting, this month concentrating on the all important interview stage.

Last month I described to readers how to go about finding their ideal job. In this second of three articles I consider what employers look for in the ideal candidate and outline how to:

- Prepare for difficult questions.
- Make a good first impression.
- Gain a rapport with the interviewers.
- Present yourself as the ideal candidate.

Ability, Visibility and Image

Recent research has uncovered three main factors that affect your career progression. First, is your ability, second is your 'visibility', this is the extent to which your ability is already known to your prospective employers.

You can influence your visibility by visiting your prospective employer for 'a chat and a look around the place' before you even apply for a job.

Third, and the most significant factor, is your 'image', i.e. whether you look the part when you turn up at the premises. It is perhaps regarding your personal presentation that the 'plus one' rule might apply.

You should dress up as if you were holding or applying for a job that was one higher than the one you have now. The statistics are sobering, in a world where you only get one chance to make a first impression:

- Your ability is important to 10% of prospective employers.
- Your visibility is important to 25% of prospective employers.
- Your image is important to 65% of prospective employers.

Preparing for interview questions

First, you should prepare yourself thoroughly to answer any interview questions that arise from statements you have made in your CV.

Next, even though you may not be asked them all, you should rehearse concise answers – until they sound confident and natural – to the following ten questions:

1. Tell me about yourself ...
2. Why did you apply for this job?
3. What are your strengths and weaknesses?
4. Why do you want to leave your current job?
5. What makes you think you are qualified for this job?
6. What did you learn at college that could be used in this job?
7. What have you done that shows you are resilient and punctual?
8. What sort of difficult problems have you faced at work?
9. What do you know about our club?
10. Do you have any questions?

While some of these questions may seem intimidating, you will find, as you start to ponder and rehearse answers, that they will seem less fearsome.

An experienced interviewer will probe you to answer some of the questions in more depth, or in greater detail, e.g. 'How did you handle that particular problem?' or 'What happened then?'

Aggressive interview questions

Some inexperienced and unprofessional interviewers may ask you questions that are designed to unsettle you. You should try and prepare answers to questions (if asked) like:

1. Why should I employ you?

2. Tell me about something you are not very proud of?
3. What are some things your last boss did that you did not like?
4. What did you like and dislike about your last job?
5. What sort of money were you thinking of?

This 'money' question is a tricky one because it implies that the selection may be being made largely on the grounds of cost.

It may be best to say that you would 'be happy to talk about your salary after an offer, subject to agreement, has been made'.

Nerves, body language and rapport

Upon entering the premises and the interview room you should stride purposely forward, make direct eye contact and give your name clearly e.g. 'Good morning (smiling), I'm John Smith, how do you do?'

Listen carefully to the names people give you and try to use them occasionally when you answer questions, this will help build a rapport, as will nodding at the interviewers as they speak or explain things to you.

Sit in an upright position and lean forward slightly to show that you are keen to answer their questions. Be prepared to use paper and a pen to draw diagrams etc to help you give more meaningful answers.

Good interviewers will understand that you may be nervous at the beginning of the interview and will make allowances. Before getting into your reasons for applying, they may start with an easy question like 'How was your journey?'

The ideal candidate

The ideal candidate for the job will have specific skills and personality traits that are listed on a document called the 'employee specification'. You should ask for a copy of it before you apply for the job because you 'don't want to waste their time'.

If the employer does not have the document then ask the employer in advance, preferably on a visit, 'What sort of person are you looking for?'

Their specific answers can then inform all of your answers at the interview and you will be able to present yourself as the ideal candidate.

A positive attitude and a cheerful disposition

In general, most employers offer jobs to people with a positive attitude and a cheerful disposition. You must reflect these qualities in all your dealings with your prospective employers.

In summary then you will need to:

- Do some research, preferably by visiting your prospective employer.
- Prepare for a wide range of good questions, and some bad ones, and expect to be probed.
- Rehearse concise answers until you start to sound confident and natural.
- 'Look the part' and present yourself as cheerful and positive.

Careers Fair

You can do a practice interview and get help with all aspects of being interviewed, at the Careers Fair which runs at BTME 2005 on 18 - 20 January 2005 in Harrogate.

In the meantime if you have an interview before then or a job application coming up soon and you have a question I might be able to help you with, please visit my website, www.franknewberry.com, and follow the 'Contact' link to the 'Request Information' page.

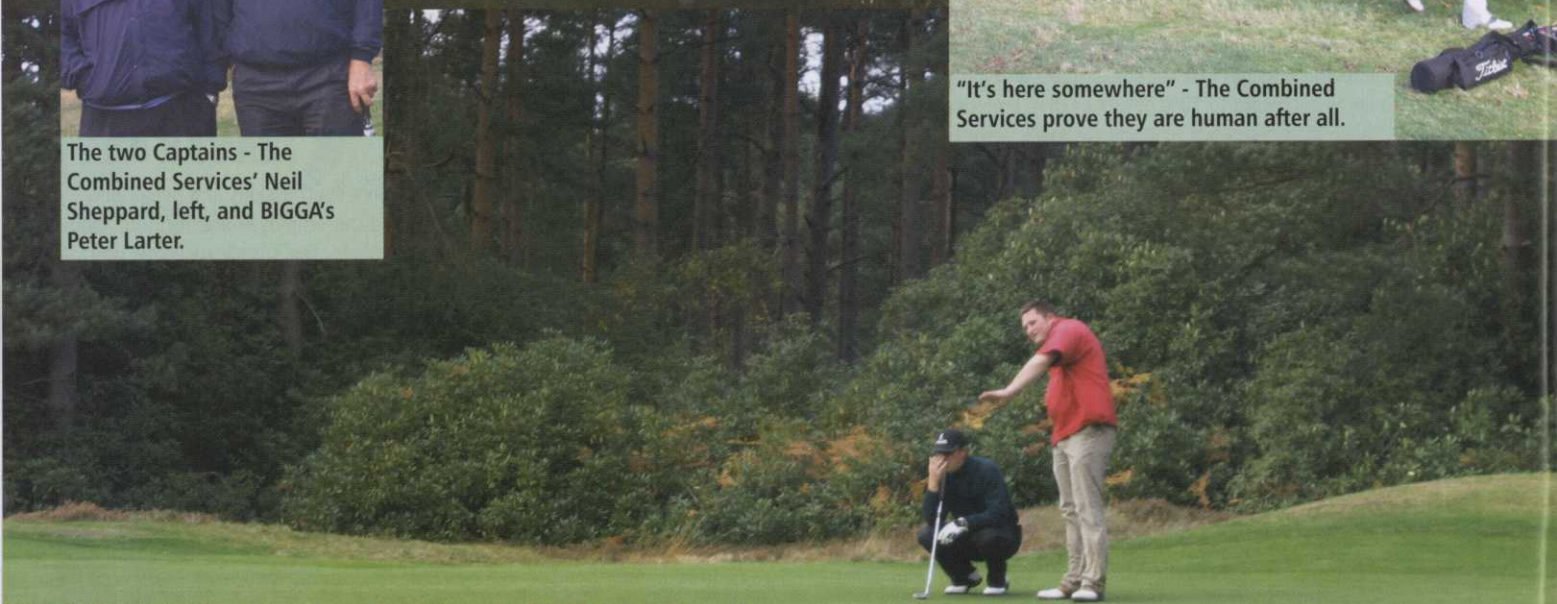
BIGGA's National Champion Graeme MacDonald approaches the green during his tight match.



The two Captains - The Combined Services' Neil Sheppard, left, and BIGGA's Peter Larter.



"It's here somewhere" - The Combined Services prove they are human after all.



Richard Barker putts on the 1st as team mate Chris Lomas watches on during their greensomes match.



Despite defeat the BIGGA Team could hold their heads high and force a smile.

The Combined Services V BIGGA Scratch Challenge

Gareth Jones reports on the inaugural match between the Combined Services Golf Association and BIGGA.

The historic Blue and Red courses of The Berkshire Golf Club, near Ascot, were the settings for the first match up of BIGGA and the Combined Services Golf Association (GSGA).

An impressive looking BIGGA team, captained by Peter Larter, contained the Crawford brothers, Noel and Eamonn, Andrew Unwin, Mike Hughes, Mark Davies, Rob Welford, David Beale, John Jarrat, Gerald Bruce, Richard Barker, Chris Lomas and Graeme MacDonald.

At 8.30am the battle commenced, with four ball better ball being fought out over the challenging Blue course.

The Combined Services of RAF, Army and Navy men had home advantage and, despite BIGGA's secret weapon of The Berkshire's Course Manager Chris Lomas playing for them, the Combined Services took a commanding 6-0 lead into the clubhouse at lunch.

BIGGA needed an exceptional afternoon of greensomes to get back into the contest and, after an inspiring pep talk from BIGGA's version of Bernhard Langer, Pete Larter, the team went out determined to pull the score back, but not before some lunch of Steak and Kidney Pie and a quick pint.

The greensomes on the Red course proved to be more fruitful for the BIGGA outfit. The first pairing out in the afternoon was Noel Crawford and Mike Hughes and the two greenkeepers combined to claim an excellent 1 up win.

The greensomes continued to provide more success as the team of Gerald Bruce and BIGGA National Champion, Graeme MacDonald, gained a 1/2 point. However the damage inflicted in the morning was too great to recover from and, with the Combined Services grabbing victory in the remaining four matches, BIGGA were well and truly defeated 10 1/2 to 1 1/2.

The BIGGA team came off the course beaten, but with their heads held high having played some good golf on tough, but excellent, courses. Ex footballer, and television pundit, Jimmy Hill is a member of The Berkshire and, with most of the matches finishing with tight score lines, I'm sure his message to the lads would have been "chin up".

"I was very pleased with the positive response of our members when they were invited to play in this, the first match. Obviously both the team and myself are very disappointed to lose so heavily, but there were many close matches. In the end we were beaten by a team of very good golfers, who are used to playing team matchplay. The entire team did BIGGA great credit," said BIGGA's non-playing Captain Peter Larter.

Opposing Captain, Neil Sheppard, had similar feelings regarding the day's play and was respectful in victory. "The BIGGA team got off to a slow start, and with us having a lot more matchplay experience that helped us through the event and secure the win. It has been a fantastic day, the weather held well and some excellent golf has been played. Both courses were in great condition, which helped us witness some good golf. We are already looking forward to next year's match now."

The event also exposed BIGGA to another major golfing group, and BIGGA's Chief Executive, John Pemberton, was on hand to inform the hosts of BIGGA's crucial role in the golf world.

The day was such a success that arrangements are already in place to hold a rematch in mid October 2005 at a course in the Midlands area, where BIGGA will have home advantage and be looking for revenge.



Above: A Combined Services player strikes a superb tee shot. Right: John Jarrat with a difficult recovery shot out of the trees. Below: Graeme MacDonald putts to halve the hole.



GSGA		v	BIGGA	
Morning Four Ball Better Ball	Name	Result	Name	Result
Match Number				
1	S. Gilbert	5/4	N. Crawford	
	A. Paterson		E. Crawford	
2	M. Blaber	4/3	A. Unwin	
	B. Loomie		M. Hughes	
3	D. Marshall	1 up	M. Davies	
	L. Meathie		R. Welford	
4	R. Shimwell	2/1	D. Beale	
	G. Norris		J. Jarrat	
5	D. Maclachlan	3/2	G. Bruce	
	C. Audin		R. Barker	
6	B. Churchill	1 up	C. Lomas	
	A. Hawkins		G. MacDonald	
Afternoon Foursomes	Name	Result	Name	Result
Match Number				
1	M. Blaber		N. Crawford	1 up
	D. Maclachlan		M. Hughes	
2	B. Loomie	1 up	A. Unwin	
	S. Gilbert		E. Crawford	
3	A. Paterson	2/1	M. Davies	
	C. Audin		D. Beale	
4	D. Marshall	5/4	R. Welford	
	B. Churchill		J. Jarrat	
5	L. Meathie	1/2	G. Bruce	1/2
	R. Shimwell		G. MacDonald	
6	A. Hawkins	1 up	R. Barker	
	G. Norris		C. Lomas	
Total		10 1/2		1 1/2

THE IDENTIFICATION OF GOLFING GRASSES

Jim Arthur explains how to correctly identify the various grass types found on a golf course and their subtle differences.

It would seem self evident that, at every level, those concerned with the theory and practice of the management of sports grass, whether fine turf or football pitches, must know their grasses.

While there are many expert greenkeepers, again at all levels, who really can identify at least the main grasses with accuracy and confidence, there are far too many advisers, lecturers, salesmen and, sadly, greenkeepers to whom all this is a closed book. Many wrongly identify turf grasses, but far too few are challenged.

I always remember the eminent superintendent of a Californian course claiming that his 100% *Poa annua* greens were Pennncross because

they spent so much money over-seeding them with Pennncross every year!

It is not, I admit, initially easy but we are, after all, talking about so very few good and bad grasses on golf courses that practice should soon make perfect.

A major problem is that there are so few books which help - illustrations of flowering heads are not much use in identifying grasses in mown swards (*Poa annua* excepted).

I have watched, with dismay, college lecturers clutching bouquets of the flowering stems of grasses, but who had no idea how to identify them by characters based on leaf and stem.

I am not addressing these words to experts but trying to make it easier for beginners to pick out the handful of grasses that form our turf. It is rather like bird watching.

At first all small birds look alike - "little brown jobs" - but a few days with an expert creates confidence and a good guide separates them out.

A brief key will, I hope, help beginners. Remember that not every plant shows



Holcus lanatus/Yorkshire fog – note hairy leaves.

such characteristics - but you only need one in a patch of that grass.

The only comprehensive identification key for all grasses that I know of is Hubbard's Grasses, Penguin Books 1954. It most certainly is not for beginners, nor indeed for most.

Therefore I suggest a simple guide to the relatively few grasses, which are of economic importance in greenkeeping - for good or bad - based on simple observable features which can largely be seen with the naked eye. Chapter 10 in Practical Greenkeeping gives a detailed guide to a limited number.

One thing is certain, that if anyone really can identify say five useful and five weed grasses they will be experts and can be sure that no one will challenge their diagnosis in the field.

Certainly a good botanical grounding is an enormous asset, especially in these days when experts, agronomists etc have all too rarely any botanical background.

I owe an enormous debt to my mentor, Richard Libbey, when I joined the then Board of Greenkeeping Research (now

STRI) at Bingley in 1946. He was a botanist of international standing and knew his grasses as well or better than I knew my birds.

What therefore should we be looking at? Flowering heads are useless as a guide in mown grasses but it does no harm to check back on vegetative features on a species identified initially by its flowers.

Not many seed heads (save *Poa annua*) in mown turf. Remember always that we are dealing with very few grasses - anything tall can be left to another day!

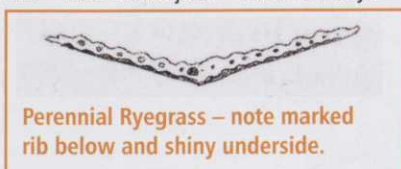
There are, after all, well over 300 different native grasses and we want to firmly identify only 10. These few species cover almost all our mown

turf and indeed native swards on poorer land, on which our best grasses thrive naturally.

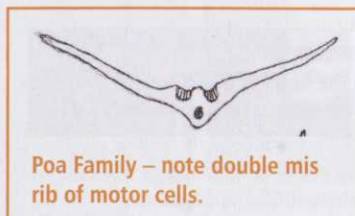
Note that at this stage we should not confuse ourselves by looking at all the tall native or agricultural species, but restrict our work to low growing grasses (some of these can grow tall).



Yorkshire fog - leaves covered in soft hairs.



Perennial Ryegrass – note marked rib below and shiny underside.



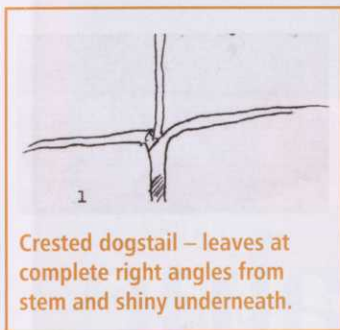
Poa Family – note double mis rib of motor cells.



Agrostis, etc - evenly tapering leaves to a sharp point, no ribs.

The commonest are three, namely *Agrostis* spp (bents); *Festuca rubra* (fine fescues); and *Poa annua* (annual meadow grass), which together form 95% of our close swards. *Lolium perenne* perennial ryegrass favours richer soils and is really an agricultural grass. *Phleum pratense* Timothy grass grows naturally on links but is primarily an unimportant grass of wet land.

All the rest are weeds (or rarities), chief amongst them are *Holcus lanatus* (Yorkshire fog) and its close relative *Holcus mollis* (creeping soft grass); and *Cynosurus cristatus* (crested dogstail).

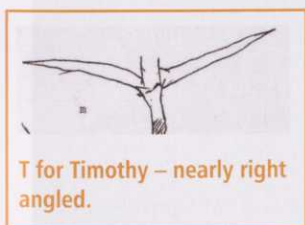


Crested dogstail – leaves at complete right angles from stem and shiny underneath.

It is helpful to know a few agricultural grasses, e.g. *Dactylis glomerata* cocksfoot and a few common tall weed grasses of the rough, e.g. *Molinia caerulea* tussock grass, as well as small ephemerals (short lived) species, such as *Aira praecox*, are early hair grass which dies in June to re-establish from seed in autumn when it may be mistaken for fine fescues.

We will not worry at this stage about strains or even species - e.g. the Poas, annual, rough and smooth stalked meadow grasses or the various strains of bents and fescues at this stage, though they are quite different grasses. The features we must look at are leaves and stems.

Pull out an entire plant, by the roots. Peel back the basal leaves and look at the colour of the basal stem. If it is red/maroon it is ryegrass.



T for Timothy – nearly right angled.

If it is yellow it is crested dogstail and if it shows parallel mauve stripes it is Yorkshire fog, if brown, Timothy. Remember that not all stems will show strong or indeed any colour. A hand lens (x8) can be helpful.

Then look again at, preferably, undamaged leaves and stems. If they are large and severely flattened or folded in section, then it is cocksfoot. In contrast, if they are small, needle-shaped and rounded, then they are fine fescues or *Aira*. If they are partly folded, non-fibrous with blunt 'cupped' or boat shaped tips and almost parallel sides, then they are one of the *Poa* family (meadow grasses).



***Holcus lanatus*/Yorkshire fog – note hairy leaves.**

Are they uniformly tapering from broad(er) base to sharp tip - and no mid rib? Then they are probably bents (*Agrostis* spp), but check colour (dull dark green, not shiny or fibrous). Young leaves crumpled

horizontally are characteristic of *Poa annua*.

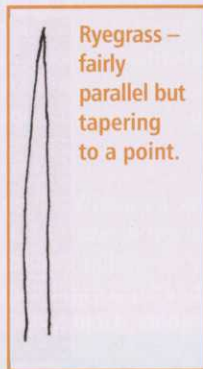
Look at the ribbing - or the lack of it. If only parallel ribbing and no central line, think *Agrostis* - but remember to look for tapering leaves and colour. If there are two distinct parallel central ribs coupled with a hooded 'boat's prow' shaped tip (see illustration) then it's one of the *Poa* annua.

Then leaf colour. If the undersides are strong, shiny dark green, then it is *Lolium* (ryegrass) or *Cynosurus cristatus* (dogstail). The first has red basal stems, the second yellow.

Very hairy and pale colour is *Holcus lanatus* Yorkshire fog, or smooth and pale, *Dactylis glomerata* cocksfoot. A dull grey green sometimes tinged with purple, *Agrostis*.

A yellowish grey green with needle leaves and dense turf is *Festuca rubra*. A soft sappy pale green grass (sometimes seeding under the mower) is *Poa annua*. Blue green leaves, tapering to a point, but with a mid rib, is Timothy (*Phleum*). Note brown basal stem colouring on older plants.

At what angle do the leaves subtend (leave) the stem? If very much at right angles then it's either *Cynosurus*



Ryegrass – fairly parallel but tapering to a point.

cristatus dogstail (yellow stem base and shiny leaves), or *Phleum pratense* Timothy (note swollen bulbous base, sometimes brown, and grey green folded tapering leaves). Note Timothy can also be found on sandy links, but is traditionally a wet land grass (see key leaves table).

Certain grasses are characteristic of some specific environments. Light sandy soils will normally have a fine natural cover of bents and fescues.

Acid heathland will see bent dominant. Alkaline links favour fescues. Over-fed (and over-watered) turf will be dominantly *Poa annua*. More fertile soils will support ryegrasses. Less fertile will favour dogstail which, though widespread, is rarely dominant.

All these grasses and more I find in my lawn - save one. The only plants of *Poa annua* that I could find (to draw) were on a fox-scald, in that small patch of lush fertile turf.

There is a message here - not to eradicate my 'tame' foxes but to avoid feeding (in this case locally with their urine). My lawn has had only an occasional application of lawn sand in 22 years.

I hope this and the illustrations will help, but do not be daunted. Keep on picking grass leaves and you will soon gain confidence. If it

helps, remember that very few will dare to contradict you!

However no one is omniscient and I myself, after making a too hasty identification many years ago of a purplish line grass on one of the Old Course greens at St. Andrews, was corrected by a young John Philp - it was fine fescue not bent, under designedly adverse conditions in winter.

With that early level of expertise no wonder John has become such a top Manager of such well maintained and presented courses at Carnoustie.

There is nothing like a little practical help - if any students or enthusiasts want advice, e.g. on books or practical tips they have only to ring 01395 442966 - or buy, post free, a signed copy of Practical Greenkeeping, if they have not already got one.



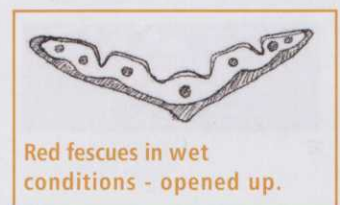
Meadow grasses – very obvious parallel double mid rib.



Meadow grasses - boat shaped tip to leaves – which splits open when flattened.



Red fescues in arid conditions.



Red fescues in wet conditions - opened up.

KEY LEAVES

Shape

- Tapering uniformly from a broad base to a sharp tip. Flat not ribbed (Agrostis spp).
- Parallel or nearly so edges culminating in a round (hooded) tip (Poa spp).

Needle shaped

- Festuca and Aira praecox.

Ribbing

- No marked ribs (Agrostis spp).
- Twin parallel lines (Poa spp).
- Central mid rib (Ryegrass, Cocksfoot, Timothy).

Stems

- Flattened (Cocksfoot).
- Fine and rounded (Festuca ruhra and Aira praecox).
- Elliptical or oval section (Ryegrass).

Basal Sheath colour

- Red. (Ryegrass, also Hybrid ryes and meadow fescue).
- Yellow. (Crested dogstail).
- Mauve stripes. (Yorkshire fog).
- Brown. (Timothy).

Hairiness

- Yorkshire fog.



Perennial Ryegrass – note marked rib below and shiny underside.

Grade 'A' Seed Value



AberElf dwarf perennial ryegrass from British Seed Houses offers good growth and excellent fairway cover at **West Midlands Golf Club**, Barston near Solihull without running away from the greenkeepers. "There's enough growth for divot recovery, but not too much," explains owner Nigel Harry. "People have been afraid of ryegrasses in the past due to their reputation for fast growth, but we've actually cut mowing time in half since we used AberElf on the fairways and tees."

Nigel believes that he's saving the labour equivalent of two men – about £25,000 per year. "And we're shaving about 1,000 hours off our annual machinery use, as well as increasing the amount of play on the course. If we're not mowing, people can play – that's priceless."



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1. The Highlander Cargo Suit is the whole package. What more can you ask for than a matching waterproof jacket and trousers combination? The suit features a coated micro fibre shell and waterproof breathable lining, with two cargo style pockets, plus one covered back pocket on the trousers.



This suit has a one year waterproof guarantee and is available in navy, with lemon trim, or black, with pale blue trim. The suit comes in S, M, L, XL and XXL, with the trouser inside leg 29, 31". £55



2. This does exactly what it says on the tin. The Four Seasons Breaker is just that, perfect to wear all year round. This item is a multi option pullover style top with a short zip and elasticated draw cord. This breaker zips off in two places to create three different garments, full sleeve, 3/4 sleeve or a sleeveless top. Available in a multitude of colours and sizes. £26

3. When it blows, it really does blow and the Windbreaker ensures that you don't feel any of the resulting chill. This stylish top features a soft Teflon coated microfibre outer coat and is a pullover style, with high v-neck and two side pockets. It's super lightweight and fully lined. It comes in the following colours; navy, black, wedgwood, bronze weave and red. Sizes S, M, L, XL and XXL. £25



4. The Sleeveless Windbreaker is a stylish top that protects you from wind and rain equally well. Suited for all year round use, this item comes fully lined, with a v neck, it is shower and windproof and contains super soft Teflon coated microfibres. Available in navy, black and indigo, sizes arrange from S - XXL. £22



5. The Gear Crew Neck Fleece is ideal for work and play. If not keeping you warm while vertidraining or slitting, this versatile fleece is equally effective during a friendly round of golf or when enjoying a quick pint in the clubhouse. Available in S, M and L. Colours red, navy and grey. £22

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6. If you truly want to be protected from all the elements this winter and, in fact, all year round then look no further than the Outerwear Jacket. This strong jacket is a acrylic coated waterproof, has a full zip with storm flap, and concealed hood. It is available in a multitude of colours and sizes. £35

7 & 8. These smart, yet tough, polo shirts are perfect for work and play. They are made with a dry gear fabric that actively pulls moisture away from the skin by rapid evaporation, making sure you stay dry in any weather. The Dry Gear shirt is just £16 and is available in white, with either blue, green or red collar trim.



The Nailshead polo shirt is moderately priced at £19.50 and boasts a 65% cotton, 35% polyester mix. The Nailshead is available in navy, light blue or rust.



NEW PRODUCTS



THREE'S A CHARM FOR KUBOTA

A three model range of stylish, yet highly functional compact tractors has been introduced by Kubota into the UK and Ireland.

Known as the STV Series, the STV32, STV36 and STV40 tractors are powered by Kubota water-cooled diesel engines rated at 32hp, 36hp and 40hp respectively.

Renowned for its low levels of noise, vibration and fuel consumption, Kubota's three vortex combustion system (E-TVCS) engine offers consistent output and a high torque rise for exceptional working efficiency, even at low-speed applications.

The engine's design also produces a very thorough burn with resulting cleaner emissions.

Equipped with a high capacity three-range hydrostatic transmission as standard, the STV Series offers users infinitely variable forward and reverse travel up to a maximum speed of 30km/h (19mph).

Cruise control allows driving speeds to be altered and set at the touch of a lever, with a grooved lever compartment giving great accuracy of setting to produce a constant speed over any terrain.

As befits a tractor of this size and

performance, Kubota's unique Bi-Speed Turn system is standard on the STV Series, speeding up the front wheels on tighter turns to help "pull" the tractor through corners without scuffing the tyres or the surface.

Operators will appreciate the tractors' new engagement system for the single speed mid and two-speed rear PTO drives.

In place of a floor-mounted lever, Kubota has fitted a simple twist-on, push-off electromagnetic switch positioned to the right-hand side of the seat.

Hydraulically actuated, the system allows the PTO to be engaged and disengaged totally independently of tractor movement.

A new brake function brings the powered implement swiftly and safely to a halt when the PTO is disengaged.

With its spacious flat deck platform, wide seat and new, enlarged instrument panel, the workstation of the STV Series tractors is designed for optimum driver efficiency and comfort.

In addition to displaying engine rpm, water temperature and fuel level, the instrument panel informs the driver also when Bi-Speed Turn and the mid and rear PTOs are engaged.

All main control levers are located conveniently to the driver's right hand.

For further information Tel: 01844 268111.

PIN POINT ACCURACY

A brand new card system, 'PinPoint', allowing golfers to see exactly where the hole is cut on each green, together with the yardages from front and side of the green has been launched at the Wentworth Club, Surrey, England. The Wentworth Club is issuing PinPoint cards everyday to golfers using their three courses.

'PinPoint', a Patent applied for product, offering a world first in accurate daily pin positions on a card system has been developed by Sports Analysis Ltd to meet the needs of golfers and golf courses.

"In our discussions with golf course operators it became clear that more and more golfers were requesting accurate pin locations.

"We have developed PinPoint to meet this need while also ensuring that the system is easy to operate," said Simon Roper, Director of Sports Analysis.

PinPoint is currently being launched at 11 courses in the UK and Ireland, with other courses lining up to introduce the product.

PinPoint was also used in conjunction with the European Seniors Tour at the Travis Perkins Senior Masters. Both the existing hole location sheets and the Sports Analysis PinPoint cards were issued to all competitors on all three days of the competition.

Sports Analysis creates a highly accurate geo referenced map of the golf course. This is then combined with industry leading patented software to create the PinPoint system.

New hole location is identified on the green and a GPS handheld is held over the spot and within seconds a reading is taken and transmitted back to the host system.

The new location can be seen on the screen and when all 18 holes have been marked, the cards can be printed off.

Chris Kennedy, Wentworth Club Golf Courses Manager, said, "Our greenkeepers have found the PinPoint system

Above, before and below, afterwards.



quick and simple to operate and have taken a real pride in seeing the cards being so well used by our golfers."

Accuracy is within a yard for the standard product but can be reduced for Tour events down to within 25cms, using more expensive equipment.

For further information Tel: 01344 623112.



MAKING SAFETY SMARTER

The new 'Integra' helmet has been specifically designed for chainsaw and clearing saw users who need comfortable protection for the head, face, ears and eyes.

Helmets with ear defenders and visor are commonplace, however, STIHL has added integral safety goggles to the new 'Integra' helmet, giving all-round protection with minimum fuss.

The lightweight helmet meets appropriate safety

standards for chainsaw and clearing saw use and excellent shell ventilation ensures comfortable wear, even in warm conditions.

A large nylon visor gives good protection to the sides of the face and the ear defenders, with a high attenuation rate SNR 26db(A), are well padded for optimum comfort. Finally, the innovative safety goggles are tested to EN 166 - giving effective eye protection without the need to wear, or keep track of, separate safety goggles.

For further information Tel: 0800 137574.

STAKING YOUR REPUTATION

Tackling problems such as turf erosion with rigid, non-organic ground stakes poses a serious risk of injury to individuals and damage to valuable equipment.

A revolutionary new biodegradable solution - the GreenStake from turf management specialists Farmura - offers an eco-friendly alternative to traditional staking, yet is not just kind to the earth.

This innovation offers powerful advantages over competitors, is cost-effective, quick and easy to deploy and, in today's compensation culture, could play a vital role in minimising the risk of costly accidents.

The innovative breakdown mechanism of the eco-friendly stakes ensures that once driven into the ground, where they pose no risk to individuals, they can simply be left to dissolve over the space of two years (sometimes less, depending on ground conditions).

Microbes found in the ground naturally consume the stakes from the moment of insertion, dissolving them into the carbon dioxide, water and biomass already found in the natural environment.

The added advantage of biodegradable solutions is that they are specifically engineered to be better performers.

The 'green' stakes are able to both hold their ground and bend where necessary.

By combining larger, smooth heads with hooked ends they increase the area of holding force applied to fabric and turf, and by doing so ensure netting and meshes remain firmly in place.

Unlike the older alternatives that can easily snap, causing a jagged object to protrude from the ground, eco-friendly stakes also withstand heavy traffic from people and machinery by absorbing moisture from the ground to increase their elasticity.

Although the head of the stake becomes more pliable as it becomes more elastic, it still retains all of its holding strength, not shattering when hammered, or ripping through fabric and turf if tugged.

For further information Tel: 01233 756241.

RIGBY TAYLOR GETS ACTIVATE

Mascot Activate R from Rigby Taylor is an established biostimulant for use on amenity turf, improving root development and nutrient retention.

The benefits of this multi component product have now been further advanced by the addition of an Enhanced Root Developer (ERD) system.

Four years of independent trials on Activate R with the ERD complex showed it to have significant beneficial effects on both shoot and root development, with root mass being increased by 21% while root length increased by 32%.

In sand constructions the uncharged surface of the sand particles cannot hold nutrients, and

large amounts of fertiliser input can be lost due to leaching.

Humic acids, contained in Activate R, give the sand rootzone a negative charge, thus creating molecular attraction between the negatively charged sand particles and the positively charged nutrients (e.g. fertiliser).

Humic acids hold nutrients in a form that can be used by the plant, having a natural chelating effect, so improving the transfer of nutrients within the plant.



Soils with a high clay content can become compacted and resist plant rooting. Humic acids work on the soil by altering/rearranging the soil platelets allowing air and water penetration, which is especially useful when high salt content in the soil has caused clay platelets to bind very tightly causing compaction.

Humic acids biologically stimulate plant enzymes and increase their production, stimulate root growth, increase root respiration and root formation and promote the development of chlorophyll, sugars and amino acids as well as aiding photosynthesis.

Activate R + ERD is available in a granular formulation, and also as a liquid which is tank mix compatible with Mascot Microflow liquid fertilisers and products from the Mascot Specialities Range.

For further information Tel: 0800 424 919.



NEW TRACKER DELIVERS FULL POWER

Terrain Aeration has launched Airforce Tracker, the company's latest terralift aeration machine, following tests of the prototype in a waterlogged garden.

Weighing 400 kilos, 690mm wide, and mounted on twin rubber tracks that give a ground pressure of just 5 PSI, Airforce Tracker is nimble enough to work within established plantings, but delivers all the power of the ride on Airforce machines.

Terrain's MD David Green, who has designed and built the new model, says Tracker has the same hydraulic hammer and probe as his standard Airforce machines, but it's mounted on a Honda HP500 Powered Barrow.

"The diesel powered compressor stays on the trailer and a 50 metre long, high pressure hose connects the two pieces of kit," he explains. "This means we can inject compressed air up to 20 bar, but have the manoeuvrability needed to work in small spaces."

Designed principally to relieve compaction panning in domestic gardens, where access is generally limited, Airforce Tracker can be used to treat lawns between flowerbeds in municipal parks, and, due to its light weight and low ground pressure, heavily waterlogged golf greens and sports fields.

For further information Tel: 01449 673783.

What 'wood' you do?

Mark Gordon answers the top ten questions about tree and woodland management asked by greenkeepers and Course Managers.

When you visit golf courses on a regular basis to advise, certain questions tend to crop up again and again. This article seeks to answer the top ten questions asked by greenkeepers and course managers about tree and woodland management.

1. What fast growing trees can I plant?

It is true that certain species grow faster than others, but the thing that is frequently overlooked is that maintenance has a far bigger impact on tree growth than species choice. A tree, where the weed competition is controlled by herbicide, will grow up to five times faster than an untreated tree. The first point I would make is, plan to maintain the trees you plant to achieve the fastest growth, rather than relying on the type of tree you plant.

Secondly, faster growing species can often have other drawbacks. For example poplar was commonly planted in the past to create "quick growing screens". Unfortunately, this vigorous pioneer species has left a legacy of problems for today's

greenkeepers. It has a low lignin content, thus making it prone to branch breakage and windsnap.

This results in branches being liberally and repeatedly scattered over fairways and greens. A tendency for branch breakage means that poplars pose a significant safety risk when situated near paths, car parks or buildings.

Poplar, along with willow species, have extremely vigorous rooting systems that can quickly penetrate underground pipes and cause problems for tees and greens with their shallow rooting.

In recent years the fashion has been for leylandii planting. This tree does grow quickly on a variety of soils, however they often look out of place within the surrounding landscape.

They are typically planted in rows beside tees, see photo one, or along boundaries. They tend to be short-lived and when they fail the club is then faced with the problem of replacing them while trying to maintain a viable screen.

I have recently seen an example where leylandii, in warm dry weather, were set alight by vandals. The high resin content and dense foliage means they can be quickly and easily turned into flaming torches!



1. Leylandii planted to screen tees are out of keeping with surrounding woodland landscape.



2. Mature beech trees established many years before the greens construction.

The best way to achieve fast growing trees is to plant small trees (less than 1m high), suitable for the site and control the weed competition.

2. Should we move this tree?

Trees do not move around. This is an obvious fact, but probably so obvious that people forget about it and think that the tree won't mind being shifted from A to B.

Lets go back to basics. The root system of a tree is typically 2 – 2½ times wider than the crown of the tree. With a tree crown of even just

1m wide you would need to move a rootball 5m³ to get the entire root system.

It is not difficult to see that when moving even a moderately sized tree a large proportion of the root system is going to be lost. The tree is then placed in a new hole and expected not only to survive but also to grow happily!

Yes, the tree may survive. Like all living things there is a will to live and the tree will use the reserves it has built up to produce more fine roots. However, while it is doing this, shoot growth will be impeded and the foliage often dies back.

The tree is seeking to survive by reducing the demand on the root system. It is common for new - coppice - shoots to appear at the base and the remainder of the tree to die. A tree will often focus its efforts on producing seed, so a recently moved tree may have a spectacular blossom display, its last gasp effort to reproduce itself before it turns up its toes!

3. Where should we plant?

The golden rule to remember is that trees and golf do not mix! Therefore the majority of all tree

planting should be kept away from active areas of play. Frequently key trees were established and reached maturity many years before the golf course appeared.

It is said of an oak tree that it spends 200 years growing, 200 years living and 200 years dying. So even if your club has recently celebrated its centenary, to many of your trees you are only a recent phenomena.

Therefore placing a new tree where a previous veteran stood is often unsuccessful as the golf ball damage and mowing pressure is too high for the young tree to survive, see photo two.

The best place to plant is well away from the golf holes. In practical terms this means identifying areas of "dead" ground. If, when choosing your