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INVESTOR IN PEOPLE

Greenkeeper

INTERNATIONAL

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

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Cover by Tony Husband



Welcome

NO KNOWN CURE

Most years around this time we allude to Augusta Syndrome in the pages of Greenkeeper International. This month, however, we have gone one stage further and featured it as a major issue. Incidentally I hope you like our cover, drawn by award winning cartoonist Tony Husband. We have an article with highly respected golf commentator, Peter Alliss, who has been visiting Augusta National for almost 40 years and who has strong views on the course, while Assistant Editor, Gareth Jones, has been canvassing opinion on the subject for this month's Talking Heads.

You may ask why it has taken until 2005 to tackle an issue which has been at the forefront of the minds of many greenkeepers for many years, and which genuinely does cause headaches within the Maintenance Facilities of clubs up and down the country.

You'll be glad to hear that I can answer that. As it is discussed in our own magazine there is a danger that we would leave ourselves open to the line, "We would say that wouldn't we". In other words it could be seen as the magazine equivalent of whinging to each other at the back of the class and not taking our concerns through the proper channels.

However, having had the chance to speak with Peter Alliss, a man who is known and respected by television-watching golfers the world over, his views, as expressed in Greenkeeper International, would be of real interest to golf club members.

With that in mind it might be worth leaving your copy of the magazine in the clubhouse for a while or photocopying the front cover and the Peter Alliss and Talking Heads pieces and pinning them to the notice board.

You never know, it might allow for some balanced discussion within the membership at a time when the usual Augusta debate rages and perhaps it may raise awareness of unrealistic expectations within golf clubs. If the articles are seen by the membership you might just make a few converts, or at the very least silence a few critics for a while.

Unfortunately Augusta Syndrome does exist but I don't believe that many club members - although they are a major factor in its existence - have ever heard of it. Perhaps that's no surprise as they are not the people who succumb to AS, it's only greenkeepers who are afflicted and there is no known cure.

However, having Peter Alliss talk about it and say that expecting a regular British course to be like Augusta National is about as realistic as thinking you can live in Buckingham Palace carries much more weight than Kerran Daly, John Pemberton or Scott MacCallum saying exactly the same thing.

To many golfers, "If Peter says it, it must be true." That says much for the esteem in which Peter is held.

So if the going gets heavy later this month make people aware of these articles. It might just help change opinion and lessen the impact of a depressing condition.

Scott MacCallum, Editor

PRIZE GIVING TRACTORS



Stephen Cabrol (left) with BIGGA's Rosie Hancher and John Pemberton and the Carraro Tractor

The BTME & ClubHouse Banquet had a unique twist this year, as all the guests were given a model of a Carraro Tractor, as part of the company's sponsorship of the evening, which marked the end of the Exhibition.

Tickets were hidden in three of the tractors and Stephen Cabrol, of Carraro UK, was on hand to present the three lucky winners, who found these tickets in their tractor, with their prizes.

EXTRA POSITION FOR GTC DIRECTOR



The Greenkeepers' Training Committee Education Director, David Golding, has been appointed Vice Chairman of Lantra's Landscaping Industry Group.

Lantra is the Sector Skills Council for the environmental and land-based sector and the GTC has been a member of the landscaping industry group for nearly 10 years. David's appointment follows former vice-chairman Eddie Wardrobe's promotion to Chairman of the group.

"I think the nomination is recognition for the GTC in its commitment to the promotion of education, training and qualifications to the golf club employers and greenkeepers it represents," said David.

"The GTC has worked with Lantra to develop, promote and implement the government framework of qualifications and apprenticeship schemes.

"On behalf of the sector I will continue to work with all the relevant bodies and organisations to ensure that both employers and learners can access a quality range of qualifications from the increasingly popular vocational to the more academic awards."

THE RUNNING MAN

While many consider Sunday to be the day of rest, for one man Sunday April 17 will be anything but that. As countless people will be sitting down and tucking in to their traditional roast dinner Billy Merritt, of Beacon Park Golf Club, will be pushing his body to the limit as he runs the London Marathon.

Billy last ran the 26 mile course in 1997, completing it in just three hours and four minutes. The Beacon Park Head Greenkeeper is part of the Liverpool Running Club and is raising money for Marie Currie Cancer Care. Donations to this worthy cause are welcome and can be made by logging on to www.justgiving.com/daffodils.

Billy, 43, has now been running for 10 years and in that time has entered hundreds of races, including 10k, 10 mile and half marathons. The Marathon in the English Capital received a record 98,500 applications for the 2005 race, and Billy was one of the lucky athletes who successfully got through. The international event has been running since 1981, when just 7,747 individuals were accepted to race.



Billy has competed in numerous races in his 10 years of racing

INTURF BOUNCES BACK

Turf producer Inturf has signed a new three year deal to sponsor Wilberfoss FC, who are in Division 1 of the York and District League, having won promotion last year.

"We're delighted to get behind our local team this way," said Stephen Edwards, Joint Managing Director of Inturf. "Sport at the grass roots is important for us all yet it's remarkable to think that in the very same week that we teamed up with Wilberfoss we also signed up for turf orders with the likes of Everton and Burnley Football Clubs and Carnoustie and The Belfry Golf Courses. It's an exciting time for our business, which celebrates its 20th Anniversary in May."



Inturf's Stephen Edwards (left) with Wilberfoss Manager, Brian Walker

GOLF TEE SIGNS APPOINT ROBINSON



Golf Tee Signs has appointed Charmian Robinson as Sales and Marketing Manager for the UK, with the aim of increasing the market share of Golf Tee Signs in the golf and Leisure signage market.

Charmian has many years experience in promoting machinery and associated products to the Golf and Amenity markets. For the past year she has been employed by Golf Tee Signs as a Marketing and Publicity Agent, resulting in a significant increase in sales and general awareness of the company within the market.

"We felt that there was a requirement for a more coordinated sales and marketing strategy that required the expertise of someone with a broader perspective of the sales potential," said Simon Challoner, owner of Golf Tee Signs.

"Charmian has a vast knowledge of the golf and associated industries and has proved that she can generate enquiries not just in the golf sector, but in other markets as well. We welcome her to our management team and look forward to even greater success in the future."



The Sheffield Section at Rotherham Golf Club after their golf match

TARGET BREAKERS RECOGNISED

Dave Tullett (left), from Parks and Grounds Machinery, receives his Award from Philip Threadgold (right) and Cees de Bree



The performance of nine Charterhouse Turf Machinery dealers has resulted in them being

named as the company's Target Breakers for the 2004 sales year.

The dealerships that surpassed their target sales levels are Ben Burgess Garden Equipment, FG Adamson & Son, Geo Brown Implements, Keith Morgan Mowers, New Forest Farm Machinery, Parks & Grounds Machinery, Campey Turf Care Systems, Rickerby and Tomlinson Groundcare.

Representatives from the nine Target Breakers recently attended a special presentation ceremony with Philip Threadgold, Managing Director of Charterhouse Turf Machinery. Also in attendance was Cees de Bree, of Holland-based Redexim, Charterhouse's parent company.

Two special awards were made in recognition of particularly outstanding performance. Keith Morgan Mowers were named as Charterhouse Dealer of the Year, and David Common scooped the Charterhouse Salesman of the Year Award.

EASTERN GARDEN COVERS JERSEY

Eastern Garden Machinery, based in Gorey on Jersey, has taken on Tracmaster's BCS Dealership for the island of Jersey.

Tracmaster's Managing Director, Stephen Pitt, said: "We are delighted to welcome Bob Messervy and

Eastern Garden Machinery to our growing team of BCS and Camon Dealers. We are currently looking to expand our Dealer Network as we are changing the way we trade in the UK. We propose to offer our entire BCS and Camon range through Dealers."

SUPATURF GO ORGANIC

Supaturf Products Limited and Sport Organics Limited have entered into a sales and marketing partnership for the products and services offered by Sports Organics. The new arrangement provides Supaturf Products Limited with complimentary sales and services for the local authority and sports turf market.

Marcus Palmer, Supaturf's Managing Director said: "With our sales team's activity in the local authority and sports turf market we will be able to provide our customers with a wider package of products and services. Sports Organics has developed products that provide sports turf and amenity managers with powerful management tools in the form of Plan IT and technically proven alternative methods to current drainage methods."

"This new venture is very exciting and enables our technologies and services to be exposed to a broad, targeted audience through the Supaturf sales team," explained Justin Smith, of Sports Organics.

ETESIA AND SGM ANNOUNCE PARTNERSHIP



SGM Hire's Business Development Manager, Andrew Racle (left), with Colin Plumb, Sales Manager for Etesia UK Ltd

Etesia and Scottish Grass Machinery have announced a new partnering agreement between the two companies.

Under the arrangements SGM Hire's customers nationwide will now be able to contract hire new Etesia machines.

"While Etesia is heading this venture nationally, all machines will be supplied through our local specialist dealer network in order to maintain our high standards of supply and back-up. We are very pleased to be taking a proactive role in this partnership which we believe will make Etesia products more widely available to end users," explained Les Malin, Etesia UK's General Manager.

SGM have also signed an agreement to distribute Yamaha golf cars and utility vehicles in Scotland. In the past 3 months SGM has signed up distribution agreements with CLAAS UK, Shibaura and Kioti.

"In building this business, our focus has always been to add top quality names to the list of manufacturers we represent and, with Yamaha, we have certainly achieved that," said David McInroy, Chairman of Scottish Grass Machinery.

Andy Pumfrey, Divisional Manager, Power Products, Yamaha Motor (UK) Ltd, commented: "We are confident that the sales, service and support network established by SGM in Scotland will provide a major boost for our products north of the border and we look forward to a long, mutually rewarding business relationship with SGM."



In March we placed the incorrect photo of Lee Strutt MG into the Tip of the Month. We wish to remedy this now.

SEVENTH HEAVEN FOR PATTERSON



St Andrews Links Trust has appointed a Head Greenkeeper for its seventh course, which is being created just outside St Andrews.

Allan Patterson, Head Greenkeeper on the Kings, Queens and Wee courses at Gleneagles, will oversee the construction, opening and long-term development of the cliff top course.

The appointment was made following a thorough selection process involving over 70 applicants from as far a field as Australia, Canada and the USA. The decision, as the Trust's Links Superintendent Gordon Moir indicates, was based

on Allan's experience and knowledge.

"Allan has the desired greenkeeping skills to develop a golf project of this size and quality. His experience at Gleneagles combined with his ability will help ensure that the new course complements the broad range of golfing experiences available at St Andrews."

Allan held the position of Head Greenkeeper at Gleneagles for seven years following an apprenticeship that saw him take on a variety of roles including Deputy Head Greenkeeper and Assistant Greenkeeper at the resort. Prior to this, Allan spent nine years at Powfoot Golf Club, Dumfriesshire.

His appointment at St Andrews Links is a move that the 38 year old greenkeeper is relishing: "This is a great opportunity to work at the Home of Golf. The course design is fantastic and the location couldn't be better. It promises to be an outstanding golf course."

At over 7,000 yards, the seventh public course at St Andrews is being created in response to demand on the existing Links courses where approximately 210,000 rounds are played every year. Designed by David McLay Kidd, the new course is expected to open in 2007.

NEW HEADLAND DISTRIBUTORS

Headland Amenity has appointed Stewartsturf Ltd as the company's main distributor for Scotland. Based in Mayfield, Dalkeith, south of Edinburgh, Stewartsturf is a family company with over 100 years in the Amenity Turf Market.

"Stewartsturf has built a sound reputation over many years and developed an impressive coverage," said Headland's Andy Russell. "The key thing for us is that they understand our programmed approach to turf management and will go out and look at the customer's situation as a whole rather than just sell products in isolation."

Kenny Archibald, Stewartsturf's Sales Manager, is delighted with the new deal: "Headland has the whole package which works as a programme and sends out the right message about Stewartsturf."



Headland's Andy Russell (left) with Kenny Archibald, Sales Manager for Stewartsturf

NEW ROLE FOR MCGILVRAY



Haztek International, Golf Club Health and Safety Specialists, have announced the addition of Duncan McGilvray to their team.

Duncan's role will be as Sales and New Business Manager for the UK and Europe and he will be looking to expand the company into new areas.

"I am thrilled about Duncan's appointment to the team. He has over 30 years experience in greenkeeping and golf club management and will be a valuable addition to the company. His expertise and contacts within the industry will enhance our operations to a large extent," said Jerrard Winter, Haztek Director.

Duncan added: "With the advent of Health and Safety legislation the need for simple, robust, Health and Safety systems has become paramount. I am looking forward to the new challenge not only from a personal viewpoint, but also in doing my bit for the industry as a whole in ensuring safer places for people to work and play golf."

PROMOTION FOR DAVID ROBERTS



David Roberts has been appointed Sales and Marketing Manager of Kubota UK Limited's tractor and groundcare division.

Taking on responsibility for managing and directing the sale and marketing of tractors, tractor attachments and ride-on mowers for the Thame, Oxfordshire based business, David had been previously the company's Sales Manager. In his new integrated role, David's principal responsibility is to ensure the effective

distribution, sale and support of Kubota agricultural and horticultural products by the company's appointed dealer network in the United Kingdom and Ireland.

David joined Kubota's sales office in 1989, having gained higher education qualifications in agricultural engineering. During the 1990's David worked both as Distribution Manager and then a Regional Sales Manager for Kubota UK before becoming the company's Sales Manager in 2002.

"My intention is that the name Kubota becomes a by-word not solely for product quality but also for customer service and support, building on the excellent dealer network that we have appointed throughout the UK and Ireland," said David.

SOUTH COAST SEMINAR SUCCESS

The South Coast Section held its annual seminar at Canford Magna Golf Club in February. The seminar is part of the BIGGA Continue to Learn Programme and the close working relationship with Ken Richardson and Sami Collins has seen it continue to develop and become a huge success.

As well as receiving sponsorship from BIGGA, the day was also sponsored by Farmura and Bredy Irrigation Services and received excellent support from both the GTC and the R&A. The day had 110 delegates and was sold out well in advance with a long reserve list too.

The theme was 'A natural golf course' and was promoting traditional greenkeeping and a sustainable golf course. Jim Arthur, who chaired the day, opened the proceedings. The morning saw three excellent presentations from Rungsted Golf Club's Course Manager, Ian Tomlinson, Royal Cinque Ports' Course Consultant, Gordon Irvine, and Temple Golf Club's Course Consultant, Malcolm Peake. The afternoon session saw two more excellent presentations from Tyrrell Wood's Course Manager, Billy McMillan, and BIGGA National Chairman Kerran Daly.



A Greenkeeper's nightmare: The Minchinhampton course is left devastated by horses that broke out of the next field just two days before the Club Championship

HAYTER AWARD DEALERS



Jason Scott (right) receives his Award from David Sturges

Held yearly the Hayter Dealer Awards Dinner is eagerly looked forward to by distributors both in the UK and abroad. The awards are given for outstanding achievement and are much prized by the recipients. The dinner is also an opportunity for Hayter to thank all of their dealers and distributors

for the hard work they have put in throughout the previous year.

This year one of the most popular people in the industry in the USA, the UK and Continental Europe, Stan Kinkead, received the International Distributor of the Year Award on behalf of the National Mower Company in the USA.

The Top Dealer of the Year Award was given to Lister Wilder Agriculture Ltd, and the Outstanding Dealer of the Year Award was presented to Carrs Billington Agriculture. Each year an Individual Achievement Award is given and this year Peter Bagguley, of Mitchell Industries Ltd, received it.

Commenting on the evening's events David Sturges, Sales and Marketing Director for Hayter said: "These awards are not given out lightly and a great deal of thought goes in to who should receive them. We deliberately keep the awards to a small number to ensure their individual value but at the same time we do recognise the tremendous efforts made by our dealers and distributors."

MACMILLIAN QUALIFIES AS PARALEGAL

Ian MacMillan, of the Scottish Central Section, has recently qualified as a Fellow of the Society of Specialist Paralegal. Ian, Course Manager at Murrayshall Hotel and Golf Courses, has gained the specialist



degree in order that he could aid other greenkeepers who are having difficulties in their employment on top of the BIGGA Legal Helpline.

Ian sailed through the degree course, completing it in just six months and the Headman was the only student out of the 38 sitting the exams that was not practising law as a profession.

COLLEGE ACHIEVES EXCELLENCE

Plumpton College has achieved full status as the Centre of Vocational Excellence (CoVE) for Rural Business Management Training, after a year of developmental work. The award has brought with it over £500,000 of investment from the Learning and Skills Council to the colleges.

In recognition of this achievement, Plumpton has invested in a fully equipped training centre, The Sussex Rural Business Centre, which enables the College to deliver courses and seminars tailored to rural business needs. "This has been an important development in the future direction of the College," said Des Lambert, Principal of Plumpton College.

EDWARDS TAKES OVER



Past Chairman Chris Carr (left) hands the Chairmanship of the TGA to Stephen Edwards

Stephen Edwards, of Inturf, has taken over the Chairmanship of the Turfgrass Growers Association when members gathered in Cardiff for its AGM recently.

"I'm committed to the turf industry as a whole, not just those growers who choose to be members of the TGA," commented Stephen. "As Chairman I plan to encourage the TGA council to work proactively with existing members to encourage new membership and to promote its benefits to both the grower and the end-user."



David Golding emphasises both the role and importance of the employer in greenkeeper training.

The 'employer' at golf clubs has been the topic of many a conversation during my years involved in the sector.

The Home Unions have continually tried to engage employers by hosting seminars and workshops during recent years that have included a wide range of subjects all aimed at ensuring the most up to date information is available to the affiliated clubs they represent. The GTC has the English, Scottish and Welsh Golf Unions' representatives as Board Members and I am aware of their frustrations when delegate numbers for many of their events have been disappointing.

In Britain we are fortunate that the Unions do play an active role in terms of supporting greenkeeper education through their funding support to the GTC and their pro-active Golf Course Committees or Services Committee. I know it is a responsibility the Home Unions take very seriously and they are always looking for new ideas on how to ensure the employer is supported in all the key matters relating to the management of the golf club and course.

The Royal & Ancient Golf Club of St. Andrews, the major funding body of the GTC, has also been very active in its efforts to support golf clubs by establishing a Golf Course Committee with a full time Secretary, Steve Isaac, continually trying to share good practice with golf clubs. The uptake on registrations on the www.bestcourseforgolf.org website is very encouraging and I am sure, once a club has registered, many of the checklists will need the Course Manager's input successfully to complete many of the categories. Please check if your club has registered and, if they have, who is responsible for updating the progress. I urge all Course Managers to become involved in the R&A initiative to assist clubs in accessing best practice and principles for golf course maintenance and management.

One major problem we seem to have is in identifying the 'employer' at the majority of our clubs. I believe this accounts for much of the frustration from Course Managers, who often feel they cannot maximise their own knowledge and experience due to the fact that they are not able to liaise directly with the employer.

Often a club will give the Secretary/Manager overall responsibility for the day to day administrative running of the club including the golf course but, while there has to be someone identified as the overall Manager, they too are an employee and I believe there should be a mutual respect between the Secretary and the Course Manager for each other's responsibilities. The Course Manager's position can often be a lonely one but hopefully through training and experience they can also educate the club to be active in their support for staff development as well as supplying adequate resources to implement agreed policies.

The policies now include matters such as Health & Safety, the environment and course maintenance principles. These should all be embraced by a club policy document, which must be approved by the membership. The membership must have the confidence to allow the Course Manager to manage the course and this is why management training is made available to give greenkeepers the confidence and competence to add to their greenkeeping skills and knowledge.

At the proprietary clubs it is obviously the owner who is responsible for all

the issues and decisions to be made to ensure the desired standards both on and off the course are maintained. However at resort type courses it is often the General Manager and the Course Manager who liaise on behalf of the owners, whoever they might be, working together to an agreed budget which is often a recipe for a business like approach to producing an all round product which customers require.

Is this then the way forward for our traditional golf clubs? Do we need to keep talking about the missing 'employer' or should Course Managers be allowed to manage the course in line with the agreed policies liaising with the Manager as and when necessary?

It has to be said that some clubs do have excellent Chair of Green/Green Convenor and those who have been sufficiently interested in remaining in the post more than a year or so often prove to be ideal employers. I think Mr J. H. Arthur B.Sc. may well have got it right with his quote: "The best committees consist of an uneven number, and three is too many." While those of us continue to promote this ideal let us try to encourage that one person, hopefully strong in character, to take on the responsibility of the employer.

In the past I have heard from Course Managers who feel that their Chair of Green should not be encouraged to educate themselves in turf maintenance. We

all know the dangers of the 'surrogate Course Manager' role but somebody has to be identified as the employer. We all know the problems associated with the ever changing Chair of Green/Green Convenor at some clubs, but maybe if when appointed they were registered onto the first available STRI short course specifically designed to give an overview of best principles for

maintaining a golf course, this might encourage more to enjoy their position and to be more understanding of the work of his/her Golf Course Manager.

It is also so important that Course Managers and Head Greenkeepers take every opportunity to keep their own professional development updated so they can manage the golf course and not have to rely on someone else to carry out that role. The excellent management training courses organised by BIGGA all address the key areas of effective communication and tutors are appointed because of not only their credentials as trainers in management skills but also their empathy for the role of the Golf Course Manager.

The numbers of people who I would describe as typically knowledgeable, experienced Head Greenkeepers who have attended a short management course and returned for more sessions because they got so much out of the course are countless. Do you take advantage of these courses? If not, if you see your role as a Manager please consider this option for your personal development as they can be both enjoyable but also inspirational.

It seems that the debate will go on, with most traditional clubs still preferring the committee rule structure, but one very pleasing aspect of my work for the GTC is that all bodies involved in golf have never worked closer together in an attempt to provide information to clubs.



Greenkeeper Education and Development Fund

Unlock the doors to progress through BIGGA's Education and Development Fund - the key to a great future for greenkeepers, golf clubs and the game of golf.

Golden and Silver Key Membership is available to both companies and individuals.

For details, please contact Ken Richardson on 01347 833800 or via ken@bigga.co.uk

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Education Update



With 2005 quickly ticking by Education and Training Manager, Ken Richardson, highlights the FREE training for Greenkeepers available across the UK.

By the time that you read this article, Easter will have come and gone, the clocks will have gone forward and a third of 2005 will have gone by. My thoughts are now on the TORO Student of the Year Programme, the BIGGA Golf Environment Competition, FREE - yes - FREE training for greenkeepers and the BIGGA Education and Development Fund.

TORO Student of the Year 2005



Information leaflets and application forms for the 2005 TORO Student of the Year Competition have been sent out to all colleges and training providers. Completed entry forms have to be returned to BIGGA HOUSE by May 6 2005. Judging will commence on Monday July 4 in Scotland, followed by Manchester (Northern and Ireland) on July 5, South East on July 6, South West on July 7 and finally Midlands on July 8.

The 2004 Student of the Year, Alex Shore, has recently returned from the USA and he will be letting us all know what he achieved in a future article in this magazine.

BIGGA Golf Environment Competition

You should have all received an invitation to enter the 2005 BIGGA Golf Environment Competition sponsored by WRAP, Scotts UK Professional, Syngenta Professional Products and new for 2005, Waste2Water.

The 2005 Competition will run on similar lines to previous years although, due to extra sponsorship, more clubs than ever will receive a visit from the STRI judges.

Entry forms will be sent to interested clubs in early April and they will have to be returned to BIGGA HOUSE by early June when the Competition judges assess nine areas of environmental management:

Nature Conservation
Energy Efficiency
Landscape and Cultural Heritage
Education and Training
Water Resource Management
Turfgrass Pest Management
Communications
Public Access and Awareness
Waste Management



Golf Environment Competition

Those clubs judged to meet the criteria best will be selected to progress to the second stage of the Competition while clubs not selected will receive extended feedback on their entry. Clubs selected to progress to the second round will be visited by the judges who will, subsequently, select the prize winners for 2005.

The National Winner will receive a cheque for £2,000, a Scott's Weather Master Weather Station and the BIGGA Golf Environment Trophy. Each of the other four area winners and the runners up in the winners region will each receive a cheque for £500.

Prizes of £500 will be awarded for:

- The Best Environmental Initiative
- The Most Impressive Newcomer
- The Best Use of Recycled Materials

All prize winners receive a plaque to display in the Clubhouse.

Whether your course is large or small, it provides an important link in the environmental chain, helping to achieve long term ecological benefits. Let your members, local residents and the World see what you are doing by entering this year's Competition. Who knows, it may be your turn to join this year's winners at the BTME & ClubHouse Exhibition held in Harrogate in January 2006.

FREE Training

It's not often that you can get anything for free, however, free training is available for golf greenkeepers. The first way of obtaining free training is to enrol your trainee onto an apprenticeship. Contact your local training provider and/or your local Learning and Skills Council (LSC) office for further details.

Free training is available in other parts of the country for all trainees. I mentioned a scheme in the Midlands in a previous article and South Yorkshire has become the most recent area to offer this deal. Again, contact your local LSC office for details.

BIGGA Education and Development Fund

BIGGA has been able to produce a wide range of training support material and to subsidise training courses thanks to the generous contributions made to its Education and Development Fund. Over the past year, more than £25,000 has been used to subsidise Regional and Section Seminars and Conferences and to subsidise local training courses.

Many greenkeepers, who have had to pay their own fees, have benefited from the Refund of Fees Scheme and we have awarded a contract to produce the long awaited Training and Development Manual.

We are very grateful for the contributions made by companies and by individuals to the Education and Development Fund. However, if you wish to contribute or you know of a company or individual who is interested in joining the Fund then please let me know.

SPECIAL OFFER FOR NEW AND EXISTING BIGGA MEMBERS FROM HAZTEK INTERNATIONAL

BIGGA have teamed up with Haztek International, Golf Health and Safety Specialists, to give new members access to a free Health and Safety hotline, available 24 hours a day.

Members will be able to call or email with any Health and Safety concerns and get instant free advice from one of our NEBOSH/IOSH qualified consultants.

New members will also have the opportunity to subscribe to the Haztek International Maintenance Plan and get one year's free audit on a three year plan, i.e. four years for the price of three.

A Health and Safety Maintenance Plan will ensure that all matters relating to Health and Safety in your club are constantly maintained. The purpose of the Plan is to ensure that the club remains injury free and, secondly, to ensure full compliance with the laws in place.

- The plan will promise to keep you informed of all legislation changes and their implications.
- To carry out a full annual audit of your Club's Health and Safety.
- To update the Health and Safety Policy annually.
- To notify you of the changes to Risk Assessments.
- To notify you of changes to safe working practices.

A monthly bulletin will also provide information on new legislation and case studies.

This offer is also available to existing members renewing their membership for the following year.

Haztek International
Golf Club Health and Safety Specialists

We are pleased to offer our new and existing BIGGA members free access to our

24-Hour Health and Safety Hotline

For further information or advice on Health and Safety issues

☎ 0845 1081339
✉ hotline@safegolf.co.uk

For further information please call 0845 1081339 or email info@haztekinternational.com

BIGGA welcomes...

SCOTTISH REGION

Thomas Baillie, East
Craig Hempseed, Central
Jordan Main, North
Kenneth Mason, East
Alastair, Mather, West
David Nicholson, North
Joanne, O'Neill, North
Brian Patterson, North
David Robson, East
Allan Rodgers, West
Andrew Stables, North
Craig Wilson, Central

NORTHERN REGION

Andrew Airey, Northern
Simon Birtles, Northern
David Budden, Northern
Daniel Burrows, Northern
Gareth Evans, North Wales
David Gillett, North Wales
Damian Hartley, North West
David Hebden, North West

James Kyle, North West
Trevor Mitchell, Northern
Scott Paterson, Northern
Gary Pearce, North West
John Roberts, Northern
Stuart Robertson, Northern
Philip Shaw, North West
Christopher Sheehan, North West
Michael Simpson, North West
Philip Wilkinson, North West

MIDLAND REGION

David Banner, BB&O
Jon Boon, Mid Anglia
James Butler, Midland
Paul Clark, BB&O
Andy Copeland, Mid Anglia
Alex Ermini, Mid Anglia
Craig Hartley, Midland
Daniel Haynes, East Midland
Jamie Hibbert, East of England
Stewart Hippey, East Midland
Jake Humes, Midland
Jason Jones, BB&O

David Mawford, East of England
Jonathan Merchant, Midland
Stephen Milligan, Mid Anglia
James Motts, BB&O
Giuseppe Schillaci, BB&O
Daniele Schillaci, BB&O
George Skinner, Mid Anglia
Fred White, East of England
Lee Wood, Midland
Scott Kelly, Mid Anglia

SOUTH EAST REGION

James Barden, Kent
Trevor Curtis, Surrey
Robert Dillon, Kent
Mark Farrell, Essex
Alan Hall, Kent
Daniel Hampshire, Kent
Andrew Hampson, Kent
Kevin Hebden, Essex
Chris Hill, London
Roy Hudson, Surrey
Benn Jarvis, Kent
Neil Jones, Surrey

George Little, East Anglia
Jonathan Mantripp, Essex
Craig Murray, Surrey
Tom Mutch, Kent
Kimberley Pearce, Sussex
Peter Spicer, Kent

SOUTH WEST/WALES

Nigel Crewe, South West
Anthony Cullen, South Wales
Thomas Dustan, Devon & Cornwall
Andrew Gibbs, South Coast
Robert Glover, South Coast
Craig Johnson, South Wales
Matt Lock, South West
John Nutting, South West
Ian Phipps, South West
Francis Savege, South Coast
Oliver Seager, South West
Allan Smith, South West
Richard Smithers, South Coast
John Tottle, South West
Matthew Workman, South West

REP OF IRELAND

Brian McDonagh,
Southern Ireland

GOLDEN KEY MEMBERS

Ian Collett, Northern
James Daley, North West
Trevor Simmonds, Surrey

INTERNATIONAL MEMBERS

Sam Green, USA
Ranjit Sagrarsingh, USA
Thomas McGill, Bahamas
Iain Douglas, Germany

ASSOCIATE MEMBERS

Shaun Barry, USA
Stuart Aiston, Mid Anglia
Thomas Harker, Kent
Kenneth Moddie, North Wales

STUDENT MEMBERS

Rongjun Lin, East Scotland
Wesley Henderson, Kent
Holmar Christiansson, Iceland
Thomas Granite, Sussex
Mark Bell, Essex
Matthew Whittock, Midland

CORPORATE MEMBERS

Torben Ronnebaek Jensen, Denmark
Marie Lauridsen, Denmark
Sisse Lindholm, Denmark
Anders Nielsen, Denmark
Bob Underhill, North West
Jim Cooper, North Wales
Martin O'Looney, North West
Paul Chivers, East Anglia

APRIL'S MEMBERSHIP DRAW WINNER

Just introduce one or more new greenkeeping members to BIGGA and your name will be placed into a draw to win a FM DIGITAL SCAN RADIO/ALARM CLOCK, with a detachable speaker and headphones. Our congratulations go to Derek Neve of Brough Golf Club.

