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INVESTOR IN PEOPLE

Greenkeeper

INTERNATIONAL

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

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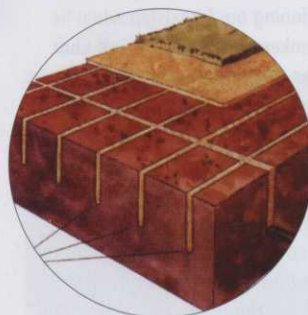
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Welcome

YOU KNOW WHERE TO COME

Do you ever listen to those radio phone-ins that give football supporters the opportunity to vent their spleen and proffer advice to their club's Chairman or Manager?

It always sounds so simple. Drop so-and-so; buy Roy of the Rovers; change from the conventional 4-4-2 formation to the more fluid 3-4-2-1 and Robert's your uncle. It's all so easy how can anyone not see the sense in it? Surely it would be dereliction of duty if the Old Trafford Board weren't to sack Sir Alex and appoint Kevin, a Manchester United supporter from Islington, in his place?

However, those at the sharp end might have already explored Kevin's, and many other, options, but for one reason or another discounted them. What Sir Alex and the Board agree will have emerged as the best course of action, given the set of circumstances they had at the time.

It is easy to sit on the sidelines and criticise without being in full possession of the facts. It's all part of the fun of being a sports fan, but we should never become so arrogant to presume that we are all knowing and those in charge are completely incompetent. No matter how black and white it appears from the outside.

It's a bit like a jigsaw. You may know everything about one part of it. You may even know how that one piece fits onto those next to it, but the only person capable of completing the whole picture is the one in possession of all the pieces.

You can see similarities with BIGGA. Running an Association is a complicated business with many, often conflicting, interests to juggle. But just like those football fans there are people who think they know the answers and could come up with something more in tune with the needs of the industry. Some of these people do so with the best wishes of the Association at heart, but others are perhaps looking after number one.

I hear it when I'm out and about, sometimes first hand but more often than not second or third hand. Why does the Association do this? Why doesn't it do that? The magazine is this, or the magazine should do that.

Some concerns are justified and cover areas we are already working to improve. Others are laudable in isolation but become less valid if viewed in possession of all the facts. Then there are others which are just so far fetched as to stretch credibility to breaking point.

The BIGGA staff are more than happy to chat with everyone, member or non-member alike who comes up and offers suggestions, raises concerns or even has a jolly good moan.

If people have ideas about improving BIGGA, or the industry generally, there are opportunities and avenues available to them within the Association at Section, Region and National level which give them every chance of being adopted.

You know where to come.

Scott MacCallum, Editor

DEREK GREEN 1946 - 2005



Derek Green (left) with Bill Lawson

The sad death of Derek Green has been devastating not only to his family, close friends and the Royal Liverpool Golf Club but to the greenkeeping profession as a whole.

I had the great pleasure of knowing Derek for over 20 years, beginning our friendship when he was still Head Greenkeeper at Woburn Golf Club. A short time later he moved to his beloved Hoylake, just a few miles down the River Dee estuary from my own club at Heswell and we became even closer.

At Derek's funeral, Mr Brian Gourlay, who spent many years as Green Chairman at Hoylake, said that when he walked the course with Derek for the first time he stopped on the 18th green to ask: "Do you think we could get The Open back at Hoylake?"

Derek's answer was swift and to the point: "How much do you want it?"

It was not long before Derek's expert greenkeeping knowledge began to transform the famous old links. New greens, re-lined fairways, tees rebuilt, bunkers all revetted. Royal Liverpool began to look Royal again.

Then came the great news that The Open would be played at Hoylake in 2006, 39 years since the last Hoylake Open. Derek and I spent many hours in discussion - two good friends talking about greenkeeping and how he would present the course for The Open.

I was fortunate to spend a lot of time with Derek when he was in hospital. He would talk about his time at the Welsh College of Horticulture and of students who had gone on to become Head Greenkeepers - always telling them: "If you need me, phone me." It was typical of this generous man.

Derek's other great passion was steam trains. His great knowledge of the steam engine meant he could rebuild some of the old engines, which hadn't worked for years, and many of these he drove at weekends after work.

In the last few years he went to Beijing and South Africa to see steam trains making their last journeys before going on to diesel power. Derek's passion is now being kept going by his son, Richard.

Time spent with Derek was never wasted. We would walk over each other's course and talk about football, cricket and, for me, fishing, but we would always get back to greenkeeping.

I will always remember the help I had from him. It was always dressed up as a suggestion - he would never make you feel inferior.

Over 200 people attended the funeral and all were invited back to the Royal Liverpool Golf Club. I think it says a lot about what our profession thought of him while in the clubhouse's Derek's Green Chairman had put a tribute to him on the noticeboard.

Tragically, Derek will not be with us to witness the world's finest golfers pit their wits against a links which represents his professional lifetime's devotion and achievement. But his lasting legacy to the world of golf is a links in outstanding order for present and future generations.

I will be at Hoylake for the 2006 Open. I have no doubt the links will be fantastic but at the back of my mind I will think - If only...

Derek Green. It was a pleasure to know you.

Bill Lawson

OATRIDGE GREENKEEPER HOPPING OVER THE POND

A former Oatridge College student will soon be moving across the Atlantic to take up a job as a greenkeeper at the Pinehurst Resort, North Carolina.

Danny Murray, who completed his Modern Apprenticeship studies at the West Lothian College just 18 months ago, will arrive in the United States in time to help prepare Pinehurst's legendary number two course for the 2005 US Open Championship in June.

Danny, from Archerfield Golf Club, will leave his Edinburgh home to follow his dream on March 21. "I have been guaranteed a job for 12 months, but if it works out well, that could be extended," said Danny.

Danny's apprenticeship was spent at the 12 hole Gogarburn course, in Edinburgh, and he moved to the 36 hole Archerfield Links, in East Lothian, when it first opened in 2002. By choosing a career in golf he is following in the footsteps of his father Tom, Course Manager at Ratho Golf Club.

Another Oatridge trained greenkeeper, with longer term ambitions to work with the sun on his back, is Brian Toall, but right now the 24 year old is fully occupied by his new job as Head Greenkeeper at the Deer Park course, in Livingston.

Brian has worked his way through the ranks to become the Headman, but remains modest about his development at such a young age. "I just got my head down and did the job and, when my Manager was promoted, he was looking for someone who could take over the day-to-day running of the course. That just happened to be me," he said.



Danny Murray will be busy preparing for the US Open Championship

MULLARKEY TO CAPTAIN ROLAWN'S FLAGSHIP

Stephen Mullarkey has joined UK turf grower Rolawn to manage a new turf and topsoil distribution depot at the company's Head Office site at Elvington, York.

Stephen, 38, has lived in Pocklington for 10 years with his wife, Clare, and daughter, Beth.

Having been previously employed by two local firms, Stephen has an established reputation amongst the local landscape community and has extensive first hand experience of the trade.

"I am really pleased to have secured the job because my depot will be based at the Head Office site and has the potential to become a 'flagship' operation for the company," said Stephen.



HILL HAS COMPLETE WEED CONTROL



Steve Hill has joined Complete Weed Control after purchasing the franchise for the West Pennine area.

Based in Halifax, Steve will cover contracts in and around Bradford,

Brighouse, Huddersfield and parts of the Yorkshire Dales.

The former Customer Services Manager is looking forward to the outdoor life after working in an office for many years and believes his previous job will help him to provide excellent service to his new customers.

"I'm 42 and was made redundant quite recently. I've always wanted to run a franchise and looked at many different opportunities. Complete Weed Control have a network of franchisees across the UK and the training and support I've received has been superb."

FARMWAY AMENITY APPOINT PEARSON

Farmway Ltd has formed a new amenity division after entering into a long term business partnership with Sherriff Amenity. Clive Pearson has been appointed as Sales Manager for Farmway Amenity.

Clive, who joins the company with a wealth of experience within the amenity arena, will be responsible for covering the north east of England, Cumbria and the Scottish borders.

SWAN GAIN APPROVED PARTNER STATUS

Swan Plant Services has been granted APSE Approved Partner status by the Association of Public Service Excellence. To achieve this award the company had to demonstrate its experience and commitment to providing quality cost effective groundcare services and supplies to the public sector.

"We are delighted to have passed the stringent application process, to become fully approved APSE partners. This is an important status for Swan as we work closely with over 240 public sector organisations in raising the standards and profile of groundcare services," said Tim Jones, Chief Executive of Swan Plant Services.

To date, Swan is one of only 12 approved partners and is the only specialist groundcare company to be included in this scheme.

Swan has also announced that it is expanding its range of grounds equipment for hire by partnering with JCB. The company has developed a range of dedicated equipment directed towards the professional landscaper.

HUNTER REWARDS CONTRACTOR'S CONTRIBUTION

Representatives from irrigation systems company Hunter Industries attended BTME & ClubHouse 2005 to present its 'Trailblazer' Award to Martin Hinchliffe, from North Staffs Irrigation.

A scenic framed painting was presented to Martin and this recognises the effort made by the Midlands based firm to raise the profile of Hunter products in the UK and Europe.

In 2004 the family run company completed major installations using Hunter products at Griffon Forest Golf & Country Club, Bovey Castle and at Burnley Golf Club.

AWARD FOR BATCHWORK PARK GREENKEEPING TEAM



Course Manager, Andy Garland (far right), and Deputy, Luke Turner (right), with their award winning team

The Crown Golf Management Team has announced a number of prestigious awards for 2004, with Batchworth Park Golf Club winning 'Greenkeeping Team of the Year', Chesfield Downs Golf Club claiming 'Food and Beverage Team of the Year' and South Winchester Golf Club taking the title of 'Retail Team of the Year'.

Batchworth Park, in Rickmansworth, was voted 'Greenkeeping Team of the Year' with judges commenting that the team, which is headed by Andy Garland, had taken the course to a new level in 2004, when the course was in the best condition ever during the club's nine year history. The quality of the greens attracted high praise from club members and visitors alike.

STRONG START FOR GOLF INDUSTRY SHOW

The 2005 GCSAA has reported record breaking numbers attending their Education Conference and inaugural Golf Industry Show, in Orlando, February 7-12.

The first Golf Industry Show itself united the Trade Shows of the GCSAA and the NGCOA, and combined with the GCSAA Education Conference and NGCOA Solutions Summit an overall attendance of near 23,000 was projected.

830 Exhibitors were on hand to showcase their newest products and services, breaking the record

of 759 set at the 2001 GCSAA Conference and Show, in Dallas.

The GCSAA Education Conference, which ran concurrently with the Golf Industry Show, at the Orange County Convention Center, also drew strong interest. At the week's end 7,329 seminar seats had been processed.

During the week Timothy T. O'Neill, certified Golf Course Superintendent at Country Club of Darien, was elected GCSAA President at the Association's annual meeting.

TORO ACQUIRES HAYTER

The Toro Company has announced that it has acquired the assets of Hayter Limited.

For over five decades, Hayter has been producing lawn and landscape equipment and is known as the pioneer of the rotary lawnmower in the United Kingdom. Today, the company holds a strong brand presence throughout the UK and has become recognised for its wide array of mowers, including its strong product offering for the city and municipal market.

"The acquisition of Hayter Limited aligns with our international growth strategy," said Ken Melrose, The Toro Company Chairman and CEO. "The United Kingdom is a significant turf market and Hayter's product line will complement and enhance Toro's solution set. I am confident the

pairing of Toro and Hayter will strengthen our position in this market and provide new growth opportunities."

Under terms of the agreement, Toro will acquire Hayter's operating assets, intellectual property, manufacturing operations and approximately 200 employees, all of which will continue to operate under the Hayter name. Hayter's Managing Director, Derek Boulton, will also continue to oversee the company's operations.

"This acquisition is very positive news for our employees, suppliers, dealers and end line customers. This relationship will provide new opportunities for both Toro and Hayter and we are very optimistic about the future," said Derek.

NEW RECRUITS AT SGM

Scottish Grass Machinery has boosted its sales team with three new appointments.

Ewan Peddie has been promoted to Sales Manager, taking over responsibility for the SGM sales team in Scotland. In his eight years with the company, he has worked in warehousing, parts and as a demonstrator, before joining the sales team in 1997.

After nine years with the company, Graham Taylor has been promoted to the role of Sales and Service Manager, covering the north of Scotland from SGM's service centre in Aberdeen.

Ronnie Younger has been appointed as Area Sales Manager, covering Ayrshire and the south of Scotland. Ronnie joins SGM after many years' sales experience in the distribution and hire sectors.

The SGM sales team in Scotland is supported by Brian Goudie, who has recently taken up his new role as Business Development Manager, Scotland, for SGM Hire, the contract hire operation which is expanding across the UK.

David McNroy, Chairman of the SGM Group, commented: "These appointments reflect our total commitment here at SGM to providing a sales, service and support network that offers nationwide coverage."

RIPTA ACCEPTS ITS FIRST NEW MEMBER



Peter Jones (right) is accepted onto the Register by Andy Cole

The Register of Independent Turfgrass Agronomists has accepted Peter Jones, of Peter Jones Associates, as its first new member since the Register's inception in January 2002.

This is a big step forward for the industry with advisers recognising the value of the Register and working towards qualifying for the entry criteria.

Peter Jones, who has advised the golf course industry for the past ten years and recently gained his MSc stated: "I am proud to be accepted as the first applicant for inclusion on the Register."

Andy Cole, PSD Agronomy Ltd, has taken over as Keeper of the Register for 2005 from Tim Lodge, STRI.

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David Golding explains the GTC's efforts to broaden both the skill and knowledge base in work-based training.

Many greenkeeper readers of this magazine will have arrived at this page having worked their way through back to front, having looked at the job pages first. Am I right?

Nothing wrong with that but did you notice that the majority of job adverts request a certain level of formal qualification?

Much of my Committee's work in recent years has been in educating the employers to recruit staff using the national framework of qualifications. So we must view the use of qualifications by employers in job advertisements as a positive step forward.

The Standing Committee for Greenkeeper Salaries has also included in its literature the importance of qualifications when, as an employee, you are looking for a fair salary review by your employer. Enhanced pay for staff, who have achieved the trainer/assessor awards, is an example of how the importance of having qualified work-based senior staff to assist with the development of the other greenkeeping team has finally been recognised by enlightened employers.

If you are an experienced greenkeeper who may be looking for a career move but feel that you can't, due to not having a formal qualification for your years of work on the golf course, please do not despair - the GTC can help!

It is all about showing that you can carry out a number of tasks in accordance with a nationally agreed set of standards and that you have the knowledge relating to the task. The content of each level of qualification has been agreed with employers and greenkeeping representatives and therefore relate to maintaining and managing a golf course.

The GTC's involvement in the development and implementation of the various qualifications is ongoing and at all times based on the best traditional principles for maintaining a British golf course.

The inclusion of some elements, such as the identification of five flowery plants, are not always popular however our working group are constantly looking to ensure that our industry does not get locked into a very narrow skill and knowledge base.

We have ensured, in recent years, that the range of turf qualifications are relevant to employment needs, while giving the learners at the various levels both the skill and the knowledge.

So what of the Training Providers? Mainly land based colleges have been the GTC's approved suppliers of education and training for many years and, as I have stated in previous articles, it really has been a very difficult period for college staff.

It has to be said that after nearly 10 years of the colleges trying - some trying harder than others - to implement the Government's programme of apprenticeships and vocational training many are still struggling with the system.

For vocational training to work the workplace has to be at the heart of the learner's programme and in our experience two major obstacles prevent VQ's from being implemented successfully.

The first obstacle is when the golf club expects the chosen training provider/college to carry out both parts of the qualification, i.e. the practical skills training and the delivery of the theory. The obvious answer to address this problem is to have a committed Course Manager who understands the vocational qualification system and this is usually recognised by them holding the trainer/assessor qualifications.

I do still hear stories from some college staff that an assessor holding the recognised qualification is too busy to "play his part" in the training and assessing of their learner.

On closer investigation it is more often that not that where the provider has not explained the role of the assessor properly and has not provided simple documentation that both the learner and their boss understands! The actual time involved in carrying out formal assessments is negligible, say 10 minutes a day maximum.

The second obstacle is when the provider is still trying to make the work-based system operate from the college base, with few if any workplace visits made.

With many of the colleges still struggling to implement the VQ's and sadly some college staff - paid to deliver the programmes - rubbishing work-based training, clearly the GTC has to address the various problems.

Please be assured that the GTC will be addressing this problem, as there are overwhelming reasons why vocational training should be adopted by our sector.

If you talk to those providers both in our sector and in others who have excellent success rates it is largely down to the learner's boss being involved and at the helm of the training programme.

Clearly we need several colleges approved to offer the more academic qualifications, such as the excellent HNC and Foundation Degree qualifications, but with all the changes in the land based colleges in recent years the GTC is currently seriously reviewing its approved trainer network.

A working group has been established and you can contribute to the current review by contacting the GTC with your views.

At all times the GTC will be working in the best interests of the industry and, although we have an excellent range of turf courses/qualifications, we will continue to work to improve the quality of both the content and delivery of the various programmes.

**The GTC can be contacted at Aldwark Manor, Near York, YO61 1UF
Email: golf@the-gtc.co.uk Tel: 01347 838640**



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

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Education Update

Ken Richardson, Education and Training Manager, discusses plans for both future education programmes and competitions

Now that the dust has settled from a very busy BTME & ClubHouse and Sami is back from the Golf Industry Show in Orlando, we are starting to revise our education and training programme for the spring, plan our programme for the autumn and planning Continue to Learn 2006 at Harrogate.

BITMC

As you may have read in previous articles, the BIGGA Board of Management decided to make changes to the Education Conference by moving it from Harrogate and by pitching it a higher level than before. This 'new' conference was called the British and International Turf Managers' Conference. It was due to take place on 19 and 20 March at Staverton Park.

Unfortunately, bookings have been very slow to arrive at BIGGA HOUSE and we had to decide whether the Conference should go ahead.

We decided, after consulting the Chairman, that it was not going to be viable and that we should, therefore, cancel the event.

I can only apologise to those members who had booked a place and say sorry to the eleven speakers who had confirmed their attendance.

It is now 'back to the drawing board' and I would be grateful for your ideas on when, where and if a conference should take place in the future.

Regional Training Courses

Most Sections and Regions now bid for BIGGA Education and Development Fund subsidised education and training courses. Three courses are running this spring, all of which were requested by a Section, had guaranteed numbers and were at a suitable location.

We are now beginning to plan for the autumn and if you want us to arrange education and training courses in your Region/Section, now is the time to put in your request.

The information we require for us to organise a course on your behalf is:

1. Course Subject e.g. Essential Management Skills, Tractor Driving, Managing Health and Safety etc.
2. A suitable location for training e.g. a Golf Club.
3. A guarantee to fill the course.

For further information on the types of course available and the numbers required for each course please contact Sami on 01347 833800 or sami@bigga.co.uk, by June 30 2005.

Toro Student of the Year Award 2005

Alex Shore, from Woburn Golf and Country Club and Oaklands College, winner of the Award in 2004, has successfully completed the Toro Scholarship at the University of Massachusetts and has visited the Golf Industry Show and Toro Headquarters during the early part of this year.

Application forms for the 2005 competition have been sent to colleges and need to be completed by the individual and their College Tutor and returned to BIGGA HOUSE by May 6 2005.

If you require further copies of the application form and brochure please contact Sami on 01347 833800 or sami@bigga.co.uk.

BIGGA Golf Environment Competition 2005

Following the success of the 2004 Competition, when Minchinhampton Golf Club were the National Winners, we are pleased to announce that a further sponsor, Waste2Water, has joined Scotts UK Professional, Syngenta Professional Products and WRAP for 2005.

The additional sponsorship will allow us to visit more golf clubs than ever before.

Invitations to enter the 2005 competition are being sent to all golf clubs in Great Britain during March 2005. A range of prizes will ensure that all clubs, large or small, will have a chance of winning.

BTME & ClubHouse Seminars

Audio copies of the BTME & ClubHouse Seminars are now available on CD.

Keynote Session - Lesley Everrett

Session 1 - GolfGIS - For Better Golf Course Management - Jan Kemi and Ian Phythian

Session 2 - Integrating Old with New - Jim Nix

Session 3 - Join the National Register of Sprayer Operators - Tamarind Davidson

Session 4 - The Leadership and Motivation of People - Dennis Beard

Session 5 - Over the Edge - Has Course Conditioning Gone Too Far - Jon Scott

Session 6 - The Use of Recycled Materials in Golfing Applications - Louise Hollingworth

Session 7 - Energy Conservation in Golf Facilities - Jonathan Smith

Session 8 - New Groundwater Regulations and their Impact on Golf Courses - Tim Earley

Session 9 - The Road to Aphrodite Hills - A Case Study of Working Abroad - Peter Bradburn

Session 10 - Why Healthy Soil is Essential for Excellent Sports Turf - Martin Ward

Session 11 - Construction Materials for Golf Greens - Ann Murray

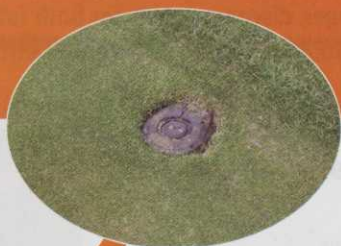
Session 12 - Current Trends in Fertiliser, Pesticide and Water Usage on Australian Golf Courses - Andrew Peart

Each seminar session costs £2.50 including VAT and postage.

To order your audio CD's, please contact Sami on 01347 833800.

Tip of the Month

By Lee Strutt MG
Course Manager - Richmond Golf Club



VALVE BOX DIGGING

When working in and around irrigation pop-ups and valve boxes that are sat in heavy soil, when excavated we dispose of the awkward heavy soil and refill with a rootzone or sand material.

This helps to keep components dry and anytime in the future when the box or pop-up has to be exposed again, it will be easier to dig and help reduce surface disturbance and increase quicker recover time.



Amenity Grass Seed

For those that know! ^{use}

GREENS **MM** 9

- Pure Bent mix for seeding and overseeding greens
- Top rated cultivars
- Range of cultivars for all year round performance
- Very tolerant to close mowing

100% Browntop Bent

GREENS **MM** 11

- Traditional 80:20 greens mixture
- Tolerant of close mowing
- High shoot density
- Good playing quality

80% Chewings 20% Browntop Bent

GREENS & TEES **MM** 10

- Variation of the traditional 80:20 mixture
- Tolerant to close mowing
- Dense close knit turf
- Top rated cultivars
- Good wear characteristics
- Good disease resistance

30% Chewings 50% Slender Creeping Red Fescue 20% Browntop Bent

Advanta


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