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.

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

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SAFETY MANAGEMENT SYSTEM



You will now be able to access the Safety Management System through the membership area of the BIGGA website.

Thanks to sponsorship by Ransomes Jacobsen and to the hard work of a large team of golf course managers, golf club Managers (golf club secretaries), health and safety advisors and to the support of golf clubs, this Safety Management System should help all golf clubs produce a health and safety system that will make their clubs safer places to work and play.

Most health and safety is common sense although you might not think so if you read the popular press. This SMS tries to keep things as simple as possible but clubs need to have a 'competent' person or persons to implement the System. This competent person can be someone at your golf club who has the experience and qualifications that makes them competent or you could employ a health and safety advisor to help you to implement the system.

The Safety Management System is provided free of charge to all members of BIGGA and to all members of the GCMA (formally AGCS). However, clubs will need to budget for the costs involved in managing health and safety and provide the physical resources to make it happen.

Every department in the club should be involved in producing the SMS and communication between management and staff and with members and visitors is critical.

This SMS has taken two years of hard work to produce and it is as complete as we can make it. However, if you have any problems with the Site or if you think that it needs amending please contact me at BIGGA House.

Education

BIGGA GOLF ENVIRONMENT COMPETITION



All golf clubs in Great Britain should have received a copy of the BIGGA Golf Environment Competition Application Form through the post.

This competition would be impossible to run without the kind sponsorship of Scotts UK Professional, Syngenta Professional Products and Ransomes Jacobsen all of whom see the need for golf clubs to be aware of their environment and the need to manage a golf course sympathetically.



Almost every news bulletin and every newspaper carries a story about global warming, the 'greenhouse' effect, carbon footprints etc but being the usual media coverage, they tend to forget the good that is happening and concentrate on the bad.

Golf and golf clubs have had some bad press in the past. For example, horror stories about the excessive use of chemicals, excessive use of irrigation during a drought and pollution from cars, course equipment and golf buggies are just three that come to mind. However, many golf clubs do have an environmental management plan, have reduced waste, recycle glass, paper, cardboard and grass clippings. Use 'grey' water for irrigation. Have reduced cutting frequency, have wild flowers in the rough and have reduced chemical inputs.

Many of these clubs have taken part in the BIGGA Golf Environment Competition, some have won a prize, some have received visits from STRI Ecologists and all have had feedback on their progress. Why not enter your club this year; it does not cost anything apart from the price of a stamp. Let us show the media, politicians and the general public that golf is good for the environment and that golf courses are doing their bit to reduce their 'carbon footprints'.

Membership



VANESSA PROVIDES US WITH A DEPARTMENTAL UPDATE

Incorrect data

Please do not forget to let us know when you have a change of address or employer. We seem to have incorrect details for quite a few of you. Just ring us on: 01347 833800 and we will update your details.

Renewals

A lot of members that expired in April and May have not yet renewed. It is not too late to get your forms in. However, if your membership lapses then so do your benefits. This includes the Legal Helpline and the Personal Accident Insurance.

Credit Cards

For super speedy renewals you can pay over the phone using your credit card. If you need your BIGGA Membership card in a hurry we can get it sent to you immediately.

Pay by Direct Debit

If you are looking for a no fuss solution to your BIGGA Membership renewals you can pay automatically every year by Direct Debit. If you would like a Direct Debit mandate just ring: 01347 833800 and we will send you the form.

BIGGA Website

Thank you all for bearing with us during the development of the new BIGGA website. If any of you are still experiencing problems logging onto the Members' area please let me know at: *vanessa@bigga.co.uk* and we will sort it out for you.

Membership forms

If you know anyone interested in joining BIGGA, they can now download membership forms from the BIGGA website. On the homepage just select Education and then Downloads in the left hand menu. Soon renewal forms will also be available on the website.

Tax Relief

If you pay your own fees for your BIGGA Membership, don't forget that you can get tax relief. You can now download the form on the BIGGA website. Just go to the members' section and select Tax Relief Forms in the menu on the left.

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BIGGA WELCOMES

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Richard	Hill	Ayrshire
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Weidong	Yang	East
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David	Hird	North Wales
Geoffrey	Kent	North West
Keil	Lee	Northern
Jamie John	Nessfield	Northern Northern
Lee	Pearson Robinson	Sheffield
Jonathon	Siddall	Sheffield
Jason	Skelton	Northern
Zack	Stewart	North West
Mark	Widdop	Northern
MIDLAND REGION	Widdop	Northern
Rowland	Atkin	Berks/Bucks & Oxon
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Stephen	Case	Berks/Bucks & Oxon
Henry	Fletcher	East of England
Marcus	Hendy	Berks/Bucks & Oxon
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Andrew	Wilkinson	Midland
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Dean	Fry	Essex
Ivan	Hare	East Anglia
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	Hutton	Surrey
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Stephen James	Levett Morgan	Surrey Essex
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Name: Lee Robinson Club: Gerrards Cross Golf Club Position: Head Greenkeeper Age: 45 years Hobby: Beekeeping

How long have you been a Beekeeper?

"I have been Beekeeping for a year now, a short term hobby after a long term interest."

How would you describe Beekeeping?

'It is a very interesting and extremely relaxing pastime, with fabulous rewards at the end of the season."

How and when did you get introduced to this hobby?

"I was lucky enough to find a member of Gerrards Cross Golf Club who kept bees. He leant me a hive and then put me in touch with Pinner and Ruislip Beekeepers Association. They sorted me out with some bees and a queen bee to start me off. I have come far since then, I now have six working hives and around 70,000 bees in them."

What is it about Beekeeping that appeals to you?

"Honey is the only food stuff eaten by man but made by insects. When the pharaoh's tombs were opened, honey was found stored inside and was still edible 2000 years after...so much for use by dates.

"If you eat honey produced in your local area, it is said to reduce allergy problems by giving you small amounts of pollen.

"Each hive is capable of producing an astounding 100 lbs of honey per year."

How often have you been stung?

"Not as often as you might think. 12 to 14 times, but I have worked with around 200 hives. It's rare and is due to how you behave in the hive – if you behave correctly you can pick up the bees with your bare hands. After the first three or four stings in the season you build up a resistance - it doesn't hurt it just itches!"

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ONE STEP BACK

By Henry Bechelet

Our Holy Grail

The Disturbance Theory articles all aim to give you a greater understanding of the management required to favour the development of the finer grasses in golf greens. By understanding the growing environment you should be able to manage it better. A greater dominance of the finer fescues and/or browntop bents will produce better putting surfaces for longer in the year and with reduced vulnerabilities. Fine grass dominated surfaces also greatly enhance the thrill of the game for the golfers. The finer grasses have always been at the heart of British greenkeeping for these reasons.

An Ecology Insight

The theory comes from an ecological perspective and gives an insight into the differing nature of the various fine turf grass species. It explains how to set the environmental conditions necessary to encourage the development of the desired species and to cause the unwanted to decline. The Disturbance Theory method encourages the preparation of fast and true surfaces through top dressing and rolling rather than through aggressive verticutting and mowing. The finer grasses don't like too much rough treatment and aggressive management only plays into the hands of the annual meadow grass. Stress is also used in a controlled fashion to remove annual meadow grass but not to the extent of loosing playing quality or damaging the desired species as well. This controlled stress is dovetailed with overseeding in the late summer to establish the finer grasses as the annual meadow grass dies back.

Hold your Horses!

All this is fine and dandy, but you can forget about minimising disturbance and applying controlled stress if you haven't got the correct soil conditions. The fine fescues and browntop bents won't establish if the turf base is either water retentive or prone to droughting. The starting point for any good greenkeeping plan must be with proper soil profile management.

Avoid Extremes

Essentially, to favour the finer grasses we are looking to steer clear of the extremes of wet and dry, as they can both be damaging and damage brings annual meadow grass (this is The Disturbance Theory after all!). We should aim to create a turf base that drains well through a soil/rootzone and has the ability to retain sufficient moisture to sustain healthy growth without the need for incessant watering. This might be a well-drained soil based green with a decent thickness of sandy top dressing accumulated at the turf base and without too much organic matter accumulation (don't think that the finer grasses only apply to the links). So, before embarking upon a programme that aims to favour the development of the finer grasses you will need to sort out the drainage and get rid of the thatch. You can minimise disturbance and overseed to your hearts content once you have the correct foundations in place.

Drainage is Everything

If too much surface water retention is a problem then drainage (or maybe even reconstruction) might be required. Poor drainage compromises playing quality, it can adversely affect turf health and it stifles the natural breakdown of organic matter. All bad. The decline in turf health magnifies the damage inflicted by play (and inconsiderate maintenance) and this leads to a thinning of the sward especially through the winter. This thinning provides gaps for the annual meadow grass to invade in the spring. Poor drainage favours the development of annual meadow grass through heightened winter disturbance damage. For the finer grasses to establish you need to improve the drainage and so reduce the potential for decline. A dry turf base improves wear tolerance not to mention playability and playing quality. Annual meadow grass coupled with poor drainage just brings thatch and disease misery.

Go by the book

Methods for draining golf greens can be found in numerous other articles and reference books. Consult recognised drainage experts if you are unsure, because this is an area where the specialists do shine and they can save you a great deal of time and money. The drainage system should capture and move water away from the green through pipe carriers. The design should serve to intercept water flow and take into account the influence of the green surrounds. In the end, reconstruction may be the only answer. Once again, reconstruct according to industry guidelines and choose your materials carefully. The drainage of golf greens really isn't that complicated or demanding it just needs a structured approach and proper resourcing.

Soil profile management

Many perceived drainage problems are due to poor soil profile management. Thatch holds water like a sponge and can give the impression of a deeper drainage problem. Soil compaction can impede drainage as well as stifle the growing environment. Thatch control and aeration of the soil have always been fundamental to good greenkeeping.



Thatch Removal

Thatch removal is a straightforward task and the key is simply to get on with it! Don't worry about disturbance damage at this stage because while thatch is dominant the finer grasses won't establish anyway. A thick layer of organic matter tends to be either too wet or too dry and it is never suitable for the finer grasses to flourish. Just get rid of the thatch to bring immediate improvements in playing quality as well as giving the finer grasses a chance to come at a later date. The golfers will thank you well before the finer grasses take hold with the best yet to come. Hollow core, deep scarify, aerate and top dress as much as is required to reduce the influence of the thatch. Only when you have created a sand dominated turf base and a soil profile that drains, will the finer grasses stand a chance of taking over. Disturb to get the soil profile into shape then start setting the correct environment.

Thatch prevention

You should also ask yourself why the thatch was there in the first place! You will not make progress with the finer grasses until you truly change all your ways. Too much fertiliser builds thatch and too much watering prevents it from breaking down.

Roll your sleeves up

Don't compromise when hollow coring to remove thatch from the turf base. It is my experience that micro-hollow coring and top dressing just doesn't work well enough to make inroads into a thatch accumulation on its own. Significant thatch removal cannot be achieved without causing some sort of surface disruption. You should use big tines (12 to 16 mm) to remove a large volume of cores and leave a hole big enough to incorporate top dressing down. The smaller micro-tine holes just don't allow the incorporation of top dressing into the turf base, rather it tends to bridge over the top of the narrow hole instead of working itself down. Hollow tine and top dress as necessary to get through the pain as quickly as possible. Use the full year to get to grips with thatch rather than employing isolated, out of season treatments. Compromise will get you nowhere, the golfers will see the improvements soon enough and appreciate the necessity to keep going. This is all about creating firmer and drier surfaces for longer in the year, so who is going to object?

Deep scarification isn't a bad way of removing organic matter and it is probably just about perfect for overseeding, but the integration of top dressing into the narrow tracks is an issue. Innovations such as the Graden Sand Injector may resolve this problem.

Aeration is the key

The integration of top dressing is all-important when reducing the influence of thatch. Filling the core hole with sandy top dressing will promote further thatch breakdown. Dressing into tine holes also produces channels for more effective watering. The more effective the irrigation, the less you need to do it and less thatch will accumulate as a result. Believe me, the finer grasses will prefer a drier environment. Choose consistent medium/course top dressings and concentrate on incorporating it down the tine holes rather than just into the turf base. Top dresser and brush technology has never been better. Regular additional in-season aeration is also necessary (in addition to intensive coring) to get the upper soil profile functioning correctly. Keep top dressing to maintain surface playing qualities.

Commit yourself

To achieve the finer grasses you simply need to want better greens. This is about producing firm, fast, true and smooth surfaces for longer in the year. What else could you want? The bents and fescues can establish within golf greens but they do require a well-managed soil. If your soil profile isn't quite right then start making plans. You may need better drainage or more intensive maintenance and this will need proper budgeting. Aeration, core removal, top dressing and brushing



all need to be carried out quickly and effectively to reduce the level of disruption. Thankfully, the machinery available these days is absolutely terrific and a credit to our industry but they still need to be paid for. Aerators are better than ever, core harvesters are available for purchase or hire, spinning disc bulk top dressers are heaven sent and brushing technology is at a peak but hard work is the key ingredient. You can do what you need to with commitment and with proper resourcing. Just remember that the finer grasses require far less work in the long run and the results will be better in the end. Hard work is necessary initially, to set the correct foundations but things will get easier with time. It might feel that you are going backwards to begin with, but the progress in the longer term will be worth it. One step back for a better way forward can't be a bad thing.

Henry Bechelet is the STRI Turfgrass Agronomist covering North and Eastern England, henry.bechelet@stri.co.uk

CONSULTANTS IN GOLF COURSE MANAGEMENT:

GETTING THE BEST FROM YOUR CONSULTANT AGRONOMIST

By Stewart Brown

The use of independent consultants or agronomists has become an established management practice in contemporary golf course management and there are many practising professional consultants who offer a range of services. Independent consultants can bring a range of benefits to their employers as they can:

- Provide technical, agronomic and managerial advice and information
- Manage or supervise projects such as new constructions
- Manage change within the organisation such as staff recruitment
- Prepare feasibility studies and planning documentation
- Act as expert witnesses in legal and mitigation cases
- Develop learning capacity through training programmes and seminars



The use of consultants has grown in recent years as the management of turf and golf courses has become increasingly technical and more science-based, but also because consultants:

- Bring objectivity to the organisation concerned an independent
 or fresh view
- Are usually low-risk management as they mitigate the chances of works or projects failing
- Bring with them a wealth of experience and knowledge that will benefit the employing organisation

GOLF COURSE CONSULTANCY FEES

Fees are usually set or calculated in one of three ways -

Percentage Fees

This is typically used in construction works and major projects where the consultant's fees are calculated as a percentage of the construction costs of the project. Generally speaking the percentage figure used to calculate the design fee is inversely proportional to the construction cost. The higher the construction cost of the project the smaller the fee percentage.

Fixed Price Fees

Many consultants will negotiate a fixed sum based on the predefined and agreed service requirements. Many consultants offer a subscription service where a fee is agreed to cover a set amount of works, for example a set number of visits and agronomic reports each year. Fixed price fees are generally applied for many types of consultancy work, particularly for golf course appraisals, feasibility studies and technical reports. Fixed price fees are frequently preferred by private developers, commercial operators and members' clubs. There is the obvious advantage for the developer as fees are capped.

Time Rates

Time rates may be billed by the hour (for design office work) or by the day (for site visits). Consultants may be asked to visit golf courses in order to give advice, to attend meetings which have not been included in other fees, or to carry out additional work that has not been specifically included in the original contract. This can be an expensive option unless the amount or time can be effectively capped to a final amount; often this may not be feasible. This method is the one least favoured by employers in golf course management.

FINDING THE RIGHT CONSULTANT

The choice of a consultant is undoubtedly critical for a successful outcome for a project and will often be crucial, affecting the final quality and cost of any golf course project. When sourcing a consultant for your golf course, whether for constructional, agronomic, managerial or other requirement, follow a few simple guidelines and procedures to get the best consultant for your golf course and situation:

1. Seek recommendations. Ask colleagues and contacts who have appropriate experience for names of recommended consultants. Follow up on work that has impressed you and find out who was involved, scan the trade and technical press for projects and names in the same way. Approach professional bodies for the names and addresses of members in your area.

2. Contact several of these consultants or companies asking for details of the range and type of services offered; staff (qualifications and experience) and resources; fees and methods of charging and a client list. Ask that they give the names and contact details of clients willing to act as referees.

3. From the replies draw up a short-list. Prepare a brief so that you are able to tell potential consultants exactly what you will expect from them. If you have, a set or limited budget, make this clear. Ask them to submit a specimen report and check it against your brief.

4. Check the qualifications and experience of the individuals with whom you will be working. Qualifications vary enormously but of most importance is their golf course or sports turf content. Experience within the golf course or sports turf industry is also essential.

5. Membership of professional bodies is a pointer to professionalism and in many cases membership means that members have to abide by codes of practice and professional ethics. Check carefully with the bodies concerned for any bogus claims. An important organisation recently formed for such professional consultants is the Register of Independent Turfgrass Consultant Agronomists.

6. Make sure that the consultant is completely independent and not attached to another company. For instance, a materials or product supplier may retain a consultant.

7. Before you appoint anyone, meet him or her in person to see if you can actually work together. Make sure that the people you meet will be those that you will actually be working with.

8. If necessary and appropriate, visit their offices to ensure that they have the staff or resources needed for the job. This will only be a factor



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for large contracts. Most independent turfgrass agronomists are selfemployed and will work from home.

9. Check that the consultant has the necessary level of professional indemnity and third-party insurance.

10. Discuss contract terms. It may be inadvisable to appoint new consultants on a long-term contract, but unfair to put them on a very short contract, as they have to put in a lot of work at the beginning of any contract. The best option may be a renewal-type contract after a trial period of six months. Take legal advice before signing any unfamiliar agreement.

MANAGING THE CONSULTANCY

Once you have appointed your consultant, communicate with them. Identify who will be responsible for managing the consultant. It is always worth deciding at the beginning of the process what you will do with any products of the consultancy. If there is to be a report, to whom will the report belong? Do you want the consultant to be involved in discussing and even implementing the report? It is always useful to have mechanisms for interim reporting and reviewing. These ensure that the work stays on track and frequently these are tied to payments.

Using consultants effectively demands a commitment of time as well as money by clients. Remember that you must keep in touch with the progress of the consultancy work if you are to get the most from it. Consultants are likely to be most cost-effective when working to an agreed programme and timescale. Make sure there are regular progress meetings and that the consultant keeps you fully briefed on progress against the programme. To implement the recommendations it is often most cost effective to involve the consultant(s) together with your management. If you and your staff need to provide input, make sure that you do it within the agreed timescale. Consultancy requires an investment not only in fees but also in client time.

The consultant's report is often their most tangible 'deliverable'; but it must be in a format which is beneficial to you. If necessary, ask the consultant to produce a draft report so that you can discuss findings and recommendations with some of your colleagues before the final report is produced. Make sure the report is written in a way you and your staff can understand and use. Tell the consultant if you are not happy with it. Ask the consultant to make a presentation to you and your colleagues, if this will help discussion on its conclusions. Implement the recommendations and involve your management as well as the consultant.





Following the above procedure should ensure that things run smoothly and that no problems occur. If you have cause for complaint, you must notify the consultant immediately, preferably with a face-to-face meeting to discuss your issue. It is highly unlikely that you will need recourse to law to solve disputes as most reputable consultants and consultancy practices value their good name and integrity extremely highly. With good management and careful control, an external consultant can inject new impetus and thinking into your golf course. Finally, if you do not have confidence in the advice or information given to you by a particular consultant look elsewhere for another.

Stewart Brown is Team Leader – Sportsturf and Mechanisation, Myerscough College, Bilsborrrow, Preston PR3 ORY **Tel: 01995 642305 Email:** *sbrown@myerscough.ac.uk*



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THE BUILD UP TO A MAJOR...

Intern, David McCaffrey, takes you through the meticulous preparations and work that has gone on at Oakmont in preparation for the US Open

This year's US Open venue, Oakmont Country Club is one of the oldest and most traditional courses in America.

Throughout the early years of the club's history, club founder and architect, iron and steel magnate, H.C. Fownes would watch fellow golfers play, take note of where a bad or mishit shot ended up, then get the greenkeeper to construct a bunker in that area. Over the years the number increased to 320. Fownes only ever designed one golf course and it is amazing to think that over 100 years later it is still regarded as one of the very best.

As I began my fourth year in the United States I found myself smack bang in the middle of Oakmont's preparations to host its eighth US Open. This is my third year at the historic country club situated in Pittsburgh, Pennsylvania; and without a doubt the biggest year of my career to date.



In 2002, I embarked on the International Intern Programme offered by Ohio State University. I first interned at The Sea Island Golf Club in Georgia, but it wasn't until I arrived at Oakmont in 2004 that I realised quite what this industry was all about. I had been warned that this was no easy place to work and that was to become apparent very quickly. A golf course does not get the reputation of the best without hard work.

John F. Zimmers Jr. took over as Superintendent in 1999 and is a Superintendent who demands the best at all times. He is the most intense and focused individual I have ever worked for. During his tenure Oakmont has undergone extensive course restoration in an attempt to return the golf course to its original design.

The extent of work done at Oakmont is now setting the benchmark for many others. The tree lined fairways of the 1994 U.S. Open have been completely altered with the removal of nearly 5,000 trees as the course was originally designed to be in keeping with the famous links courses of the UK and Ireland and was entirely treeless until the 1960's. Along with restoring the course, the tree removal programme was vital because the course was becoming overgrown and the turf was being affected. The trees were sucking moisture out of the soil, causing considerable shade and restricting air movement throughout the course.

The improvement in turf quality has been fantastic and similar tree removal programmes are being implemented at many clubs. In conjunction with the tree removal, the course has been lengthened with the addition of six new tee complexes. These alterations mean that Oakmont can boast to having the longest par-5 in U.S. Open history, the 12th hole, at 667yds and also the longest par-3 in U.S. Open history, the 8th hole, at 288yds. Many of the fairways have been narrowed and all the Fescue ditches that play an integral part in Oakmont's design have been deepened and refurbished. The course's 190 bunkers have all been rebuilt, and more have been restored in keeping with original design, increasing the number to nearly 210, with the most notable addition of four extra mounds to the infamous 'Church Pews'.

Oakmont is unique in that its location means taking care of the greens requires a lot of attention. The summer temperatures can easily soar