Recruitment

this is constantly reminded to me whenever a new venue is visited.

We have a lot going for us in Kent. Make the most of it.

Best of British Rob Holland



Essex

Sorry about the lack of last month's news, due to an excessive workload at home and work it got missed out of my itinerary.

Cannons Brook Golf Club, back in August, and what a fine day greeted us. Warm, but not too warm, and a course that we have not played before. It was a challenge to say the least, as we had no idea of the layout. The course was fantastic condition and some of the holes were a real challenge with blind shots and trees that made you wonder if there was enough room to place the ball on the fairway (if it was there at all). A big thanks to Graham Lapwood and his team for a presentation, to be proud of. Our thanks to Cannons Brook for allowing us to play and to the catering staff for a fine meal. Also to the trade members for supporting us, with fine prizes for the raffle table. Finally to the players that made the long haul West.

Prizes went to the following players.

Overall winner and 2009 National Championship place. Nick Gates.

Div. 1. 1. Andy Cracknell; 2. Paul Hollingsway. Div. 2. 1. Stuart Rogers; 2. Ray Clark. Guest, Steve Butler. Trade, Mark Keysell. Nearest the Pin, Roy Sprong. Longest Drive, Stuart Rogers

Stapleford Abbotts was our next port of call at the end of September, with some fine golf to boot. The course was really in great condition, seeing the long dry spell we have just had. Course Manager Paul and his team produced some of the most consistent greens I've played on for a long while, though there are quite a few ponds and lakes lurking out there to catch the unwary. Thanks to the Stapleford Abbotts for allowing us to play and to the chef for a fine carvery.

Overall winner and 2010 National Championship place. Stuart Rogers, 40 pts

Div. 1. 1. James Lilly, 39 pts; 2. Tom Bownes, 36 pts. Div. 2.1.Mark Hollingsworth, 39 pts; 2. Malcolm Smith, 38 pts. Guest & Trade Prize, Matt Wise. Nearest the Pin, Tom Bownes. Longest Drive, Tom Bownes

Back in July I spent six very pleasant days at Turnberry, for the Open Championship, working on the BIGGA Support team. What an absolutely fantastic experience, not only being out there with some of the best players in the world. But also the ambiance between my fellow greenkeepers, not only on the Support team, but also with the Turnberry staff as well. The course was fantastic (the TV cameras did not lie). The early mornings and the long days did nothing so spoil my enjoyment, even down to the 420-mile journey each way. I was even up at 5am on the Tuesday after my return to resume my normal work (though, thank God, there was no rake propped against my office door).

Our next event is the AGM and winter team event, so make up your teams, there must be two BIGGA in a team of four. Entry forms on the web site soon.

Finally, the AGM. It's time to elect your committee, this year the Chairman and Secretary have both resigned from office due to work and family commitments, so we are looking for members who are willing to join the committee and work towards improving the section both in membership and stature. All officers of the committee are up for re-election and anyone wishing to be nominated should contact Martin Forrester no later than Monday, November 23 which will be the day that you also need to have any items that you wish brought up at the meeting, with the secretary.

Contact for Martin. 07984-867939 or mdwforrester@ hotmail.com

If you do have any news for the website or for Greenkeeper International, please contact me on 07764 862 337 or via email essexbigga@talktalk.net

Arnold Phipps-Jones Press Officer



Rosslare Golf Club Vacancy 'Head Green-keeper'



Applications are invited for the position of Head Green-keeper at Rosslare Golf Club, Co. Wexford, Ireland.

Rosslare Golf Club is a long established private members golf club, founded in 1905, comprising 2 courses with associated practice range, putting and chipping greens. We are situated in the South East corner of Ireland in the village of Rosslare on a narrow sandy peninsula fringing Wexford harbour.

The 'Old Course' is an 18hole Hawtree and Taylor par 72 layout of 6786 yards. The 'Burrow' course, opened in 1990 is a 12 hole par 46 layout of 3956 yards designed by Christy O'Connor Jnr. Both courses are situated on typical 'links' land.

The vacancy arises due to the planned retirement in 2010 of our long serving head green-keeper. We are now seeking applications from persons who are interested in the position and can demonstrate strong abilities in all aspects of green-keeping in

The successful candidate will be capable of organizing, motivating and managing the green-keeping team and must bring a high standard of presentation to the links. Candidate's will ideally possess all relevant green keeping qualifications, will have a history of success in a similar position and will

- Be able to implement Health and Safety and other relevant legislation.
- Understand and assist in the preparation of an annual budget and manage the agreed budget.
- Motivate, manage and supervise the green-keeping team.
- · Implement a plan for the establishment of a sustainable environmentally friendly
- Prepare and implement training plans to meet the needs of the existing staff.
- · Manage and maintain the course machinery including an automated irrigation

The salary for this position is negotiable.

Closing Date for applications is Nov. 20th 2009

Applications in writing including a full CV to The Hon. Secretary, Rosslare Golf Club, Rosslare, Co Wexford Tel:- +353 53 91 32203

e-mail :- manager@rosslaregolf.com website:- www.rosslaregolf.com

The Royal Burgess Golfing Society of Edinburgh

Head Greenkeeper

- Manage all aspects of the course and clubhouse surroundings to the highest standards (including preparation, presentation, maintenance and improvements)
- Line manage, motivate and develop training programmes for an experienced team of

The Person

- Qualified, as a minimum to NVQ level 3 or equivalent in sports turf management
- · Proven record in leadership and man management skills with experience of maintaining a parkland style course with typical soil conditions to a high standard
- Able to demonstrate a knowledge of basic construction methods to carry out general improvements to a golf course
- A fine eye for attention to detail

Salary and benefits will be by negotiation dependent upon experience and qualifications.

Please apply by e-mail or in writing with a full CV to: Mr Richard Fletcher, Fletcher Jones Ltd, 12 Castle Terrace, Edinburgh EH1 2DP. 044 (0)131 229 7151; E-mail: apply@fletcher-jones.co.uk





Membership

Tracey Maddison, Head of Membership, provides a departmental update

BIGGA Members save money on Education

BIGGA Members are eligible for a 50% saving off the price of the two-day and one-day workshops and 55% saving off the half-day workshops on the Continue to Learn programme at Harrogate Week 2010.

Example of how to save money...

A Course Manager/Head Greenkeeper who is a member of BIGGA attends the How to be an Outstanding Manager' one day workshop on Monday, January 18, and 'Good Soil Chemistry and Biology the Answer to Practical Sustainability' half day workshop on Wednesday, January 20, saving themselves or their golf club £165. See table below for comparison.

Monday 18th January 2010

How to be an Outstanding Manager

Member Rate Non Member Rate £210 + VAT £105 + VAT

Wednesday 20th January 2010

Good Soil Chemistry and Biology

Member Rate Non Member Rate £50 + VAT £110 + VAT

TOTAL.

Member Rate Non Member Rate £155 + VAT £320 + VAT

By being a member of BIGGA this Course Manager/Head Greenkeeper will save a total of £165, which is more than the price of one years membership of BIGGA.

It makes great financial sense, if you are attending the workshops from the Continue to Learn programme at Harrogate Week, to be a member of BIGGA.

If you or somebody you know is planning on booking a seminar or workshop on the Continue to Learn Programme and is not a member of BIGGA, then point out the savings they can make.

BIGGA Membership Benefit of the Month - Section and Networks

The Association's Sections and networks are active throughout the UK, with 26 Sections hosting events there is something for everybody. Current members of BIGGA can gain access to the Bulletin Boards (in a recent BIGGA Membership Survey 86% of respondents indicated the bulletin boards were either "Very Useful" or "Useful") where members can gain access to a vast amount of useful, important and vital information for greenkeepers and other sports turf professionals, golf clubs and businesses involved in the fine turf industry. Here you can discuss popular topics such as '2mm all summer anyone?' or What's the difference between a Course Manager and a Head Greenkeeper?' and keep updated about Section seminars and events.

The Importance of Networking

With 26 Sections around the UK there is always a 'friend' nearby.

Whether you are just starting out as a sports turf professional (greenkeeper or groundsman) or at the pinnacle of your career, networking is likely to play a large part in your success.

Networking is about creating a set of contacts and subsequently building a trust and creating a genuine relationship with the people you meet. It provides the opportunity for you to discover people who may be able to help with queries/problems you encounter during your career as well as the opportunity for you to offer your assistance to others.

For people new to networking, it might seem a daunting prospect. But by investing time in other people you might soon find that your career is reaping the rewards.

Top tips for networking:

- Be yourself
- Be open
- Smile
- · Let people talk
- · Push yourself
- Know what you want
- Enjoy it





Contact Details

Tracey Maddison traceymaddison@bigga.co.uk

Brad Anderson

Tel: 01347 833800 (option 1 for Membership)

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live Osaood Jane Jones

Peter Boyd Scotland & Northern Ireland Tel: 0141 616 3440 Mobile: 07776 242120 pj.boyd@btinternet.com

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South East Tel: 01737 819343 Mobile: 07841 948410

Jane Jones South West & Wales Tel: 01454 270850 Mobile: 07841 948110

BIGGA welcomes the following new members

Scottish Region

Graham Anderson, East Mike Boyle, Central Jamie Dunnett, East Stuart Harkerm East Brett Hochstein, Central Brett nochstein, Central Alan Jeffrey, Ayrshire Marc Lawrence, Central Joseph Loffelmann, East Colin Mason, Central Lorn Mcluckie, West Scott Poole, East

Northern Region

Christopher Chapman, Northern Daniel Draper, Sheffield Michael Goodhind, North West

Midland Region

Paul Ashcroft, Mid Anglia Alex Blanchard, Mid Anglia Damien Bowe, Mid Anglia Sam Breakes, Midland Lee Cole, Midland Nikki Colin Mortimer, Berks/Bucks & Oxon Keith Grist, Berks/Bucks & Oxon Matthew Haynes, East of England Matthew Hughes, East Midland Gary Knight, Berks/Bucks & Oxon Chris Notley, Mid Anglia Nicholas O'Dell, Berks/Bucks & Oxon Mark Pettit, Mid Anglia David Spencer, East Midland Graham Vyce, East Midland Graham Vyce, East Midland Reece Watson, Mid Anglia Adam Wilkinson, Midland Stuart Wilson, Mid Anglia Craig Winkless, East Midland Andrew Wood, East Midland

South East Region

Ryan Bezzant, London lan Cannell, Essex Dennis Crompton, East Anglia Adam Djalalpour, London Alistair Flint, Essex Ashley Fox, East Anglia Daniel Hartley, Essex Robert Hill, Sussex Barry Jennings, London Liam Mulkerrins, Surrey Stuart Olive, Essex Anthony Thacker, East Anglia Michael Weekes, Kent Christopher Woodcock, Surrey

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lan Camp, USA

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Assistant Profile

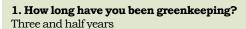
Each month we take a light hearted look into the life of an assistant greenkeeper...

When he's not bumping into Professional Golfers in Pro Shops, this month's interviewee, Ben Wallis, is looking after the greens at **Rookery Park**

Name: Ben Wallis Age: 20 Rookery Park Club:

Position: Assistant Greenkeeper

Nickname: Greenfinger



2. What was it about the career that attracted you? Opportunity came up at the club at the right time. Part time became fulltime.

3. If you weren't a greenkeeper what do you think you'd be?

Golf Professional

4. Which task do you most enjoy doing and why? Mowing semi rough with the new Toro Sidewinder because you are sitting down and hand mowing greens because it is good exercise and it always looks good.

5. Which task do you least enjoy doing and why? Raking bunkers.

6. What one thing - other than a pay rise - would improve the greenkeepers' lot?

Having all the necessary equipment to do the job.

Golf (1 handicap), swimming, gy and carp fishing 25 pounder best so far.

8. Favourite Band?

Nickleback

9. Which team do you support (football or otherwise)?

West Ham United

10. What is your claim to fame?

Spoke to Open Champion Paul Lawrie in the pro shop at The Belfry.

What's your number?

Our regular and random profile of an industry figure continues with this month's lucky number...

Rod Feltham of **Avoncrop Amenity** comes under the spotlight

1. What is your position within the company? Managing Director

2. How long have you been in the industry?

Over 30 years



3. How did you get into it?

In 1978 I joined a Bristol company as Sales Manager, responsible for growing the business in Amenity Horticulture and in 1990 formed Avoncrop Amenity Products.

4. What other jobs have you done?

I spent my early working years in agriculture/horticulture, selling pesticides and fertilisers and for 8 years was an Area Manager for Pan Britannica Industries (PBI).

5. What do you like about your current job?

The challenge customers create in modern day turf management along with the huge satisfaction of heading up a very successful team.

6. What changes have you seen during your time in the industry?

The management of sports turf has changed during recent years due to many opportunities available for training, greater expectations of the golfer, leading to a more professional approach and greater depth of knowledge with budgetary skills & presentation.

7. What do you like to do in your spare time?

I enjoy spending time with my young grandson and when the time allows, walking in the Lake District and playing Lawn Bowls. I am also a keen supporter of Bristol City FC.

8. Where do you see yourself in 10 years time? Retired I hope!

9. Who do you consider to be your best friends in the

Many customers have been with us since in 1990 and without them, we could not have succeeded. These are my

10. What do you consider to be your lucky number?

Rod has picked Nigel Wyatt of Abbotts

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Verde are based in the manufacturing area of North West England and are a hands on, loyal and friendly team. Celebrating their 21st year in business, Verde believe that long-term relationships with trade distributors, golf clubs and private customers has contributed to their success.

Verde are acknowledged in the industry for their excellent customer service, often offering next day UK deliveries, distributing all over Europe as well as Worldwide.

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Recently, the company re-designed its website to produce an even more informative and customer friendly interface. This effectively showcases their range of products and services and allows for instant purchases to be made via its "buy online" facility.

Verde Sports will continue to grow alongside the increasing popularity of artificial grass surfaces and they remain committed to being at the forefront as the industry moves forward.

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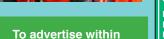
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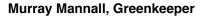
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[I really wanted to develop my education but had to fund my own training, so I contacted BIGGA to ask for financial support. A refund of my course fees has enabled me to complete my chainsaw maintenance and cross cutting, felling of small trees and my PA6 spraying certificates. I really do appreciate what BIGGA, with the support of the Golden and Silver Key Companies, has done for my career.





John Pemberton, Chief Executive





Current members of the Fund are:





































High Court Upholds Compulsory Retirement at 65

On September 25, 2009, the High Court considered the issue raised jointly by Age Concern and Help The Aged, that it was contrary to age discrimination legislation for employers to be able to retire a member of staff when they reached 65 years of age, regardless of their actual capability in the role.

It was held by the High Court that the current compulsory retirement at 65 was lawful, at this point in time. It was justified in terms of it being consistent with European Directives on social policy, noting that retirement at 65 was a "proportionate means of achieving a legitimate aim".

However, the ruling went on to acknowledged the apparent inconsistency that was highlighted by the charities and noted that compulsory retirement at 65 will be reviewed and it is likely that the normal age of retirement will increase in 2010 to 68 years of age.

The charities had sought the removal of any compulsory retirement age.

At least six months before an employee's 65th birthday, the employer is required to write to them giving notice of retirement. At that point, the employee can write to the employer requesting to work beyond the age of 65. The employer will then arrange a meeting to discuss the request and a decision will be made. The employee has a right to appeal where their request has been declined.

Government delays Agency Workers

The government has delayed the introduction of the Agency Workers Directive (AWD) until October, 2011, as part of efforts to cut the cost of business regulation.

The AWD gives temporary staff the same employment rights as permanent staff after 12 weeks' work, including pay. There had been speculation that the directive could have been implemented as early as next spring, but the legislation has now been delayed until October 2011.

The announcement today by the Business Department is part of moves to cut the costs of regulation to business by £6.5bn by 2015.

Mike Emmott, employee relations adviser at the CIPD, said: "We're pleased that the Government has pushed back the implementation of the Agency Workers Directive to the last possible date - we've consistently called for such a delay.

"Implementing the directive in the early stages of a recovery could have been particularly damaging, as firms will be willing to take on temporary workers at an earlier stage than they are willing to commit to permanent appointments. Early implementation could therefore have delayed the recovery and prolonged unemployment."

Lord Mandelson also revealed a delay to the implementation of the right to request training in small firms.

David Frost, Director-General of the British Chambers of Commerce, said: "With these announcements, the government is sending out a positive message to business.

Additional employment legislation would be a real barrier to job creation at a time when unemployment could approach three million."

Redundancy Pay Rises

As announced in the recent budget, the Government has increased the statutory limit on a week's redundancy pay from £350 to £380 effective from October 1, 2009.

The move is designed to cushion the impact on employees made redundant Normally the increase is effective from February 1 each year.

The Government has further made it clear that there will be no further increase in February 2010 and the £380 limit will remain until February 1, 2011.

The limit will also apply to other payments such as the basic award for unfair dismissal.



QUICK 'NINE HOLE' QUIZ ANSWERS:

- Sir Chris Hoy
 Sir Roger Bannister
 Sir Bobby Charlton
- 4. Sir Jackie Stewart
- Sir Garfield Sobers Sir Steven Redgrave
- 7. Dame Ellen McArthur
- Sir Clive Woodward

CROSSWORD

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Soapbox

A new vehicle for people within the industry to express their viewpoint

End of term report. What's bothering The R&A as we go into winter? And what's on the horizon, looking into next year?

On the playing surfaces, the big worry is still the mania for speed. Not just in the UK - we find this wherever we go in the world. Low handicap golfers are the main culprits - but turf is not managed solely for their benefit and neither is it indestructible!

We are looking at giving more publicity to "advisory" speed limits, so that greenkeepers can advise their committees accordingly. Speeds of 8-8.5 feet are more than acceptable for the average golfer, who pays the bills! And if a sward is composed of the right species, speeds can be increased to 10.5 feet for short periods by rolling and top-dressing. Anything much beyond that slows play and proves stressful for most golfers - and the turf.

Finances will continue to be a big worry for clubs, as the cumulative effects of economic downturn kick in. Revenues are best maximised by a course which is playable all the year round. Costs will have to be contained and treasurers will look across the board for savings.

However, wherever savings are planned, make sure your committee is under no illusion about the consequences! Levels of presentation will have to be lower if manpower or machinery budgets come under pressure. In the longer term, of course we would argue that many clubs could save substantially on their fertiliser/water/ pesticide budgets by switching away from Poa annua - but, again, committees need to understand the consequences and I'll touch on that again at the end.

Another trip to Denmark this year continues to focus our minds on the pesticide issue. Over there, about a third of their courses are pesticide-free because they're on public land. The other two-thirds - about 120 courses - have to deliver a 75% reduction by 2011 or face further legislation from the Danish Government. You can see the thinking: if one third of courses can manage without, why can't the rest?

Governments are not bothered about the niceties of course presentation - in today's political climate, non-golfers call the tune. And they have decided they don't like pesticides. No wonder Danish greenkeepers are turning over to fescue/bent swards so rapidly! And so successfully!

However, the new major theme in Brussels is biodiversity, or rather preventing loss of habitat and biodiversity. Golf has a wonderful story to tell on this one - but we're only just starting to tell it. For example, we've just published a joint book with the RSPB "Birds and golf courses: a guide to habitat management", written by Keith Duff and Nigel Symes.

The number of breeding bird species on a course, a major indicator of habitat diversity, can be significant and golf also provides a home for really threatened species such as

Perhaps the major difficulty in promoting the positive side of golf is our lack of objective data, which can then support the story. Whether you're dealing with pesticide legislators in Brussels or debating biodiversity with sceptical environmental NGOs, it helps if you can deal in hard facts! That's part of the logic behind our data collection/benchmarking system, which we are continuing to develop.

There's a lot happening behind the scenes on this one: the first version is very comprepart of "protection" for greenkeepers, but other support systems also need to be better developed.

The traditional one has been the agronomists' annual visit - and we still believe that agronomists play a crucial role in diagnosing problems and monitoring the long-term health of courses.

However, the Danish experience has also shown quite clearly the success of local networks of course managers in building mutual support when times get tough on a course, which, from time to time, they invariably do. Especially when switching away from Poa annua. We'd like to see more of those networks and we also think there's a role for senior course managers to act as mentors when such networks are absent.

So, end of term? As my old headmaster seemed to say to me every time, "could do better".

Plenty for The R&A to go at as we look into next year - and for those who face the challenges, plenty of reasons for optimism!

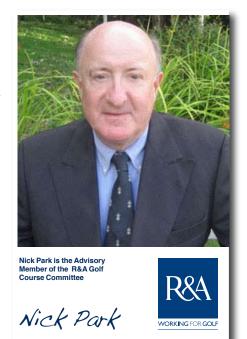
Managing the crop while the consumers trample all over it is a highly specialised business

hensive, and had to be in order to ensure its scalability/adaptability across the world. However, as time goes on we are developing systems which are specific for a country, eg. New Zealand and Denmark, as well as evolving an entry-level system which will enable clubs to collect a small number of "key performance indicators". Most of the list of relevant indicators is coming from a consultation exercise with working green-

Data collection, however, extends beyond the need to support golf's claims for biodiversity or reduced pesticide usage. Reliable data is a key aid to improving management practices, as well as supporting course managers in their dealings with committees. And it is that last point which is perhaps our major concern going into 2010.

Wherever we go in the world, we are faced with a common problem: how to make sure that greenkeepers are allowed to manage their courses, without unhelpful interference from golfers. Managing the crop whilethe consumers trample all over it is a highly specialised business and one way or the other we have to get that across to golfers!

Access to solid and reliable data is a major



The views expressed within On The Soapbox are not