



Devon and Cornwall

Hello all! Our January meeting was held at Newquay Golf Club on Wednesday, January 12. A wild, wet and windy day, braved by 50 strong attendees enjoying either a course walk or golf in these trying conditions. Newquay GC is a great links course with a fantastic vista of the world famous Fistral beach from all 18 holes.

Even with, at times heavy rain, the course held up very well and it was a great testament to Andrew Dunstan, Course Manager, and his team. Andrew led the brave course walkers around the course, explaining the trials and tribulations of managing a course situated adjacent to one of the busiest resort town centres in the country. Andrew adopts a sustainable approach, encouraging fescue back into the swards with good success. The course walk ended with the shelter of the Maintenance facilities and then a quick sprint to the clubhouse. For the very brave (I could think of other words!) golfers, who managed 18 holes playing a medal off the blue tees, the reward was a place at this year's national tournament at West Lancashire GC in October funded by the section. On the day, the winners were, 1. Gordon Tamblin, Mullion GC, nett 75; 2. Gavin Moore, Launceston GC, nett 77; 3. Mark Tucker, Saunton GC, nett 80. Nearest the Pin went to Gordon Tamblin and Longest Drive went to Greg O'Reilly, St Mellion.

The qualifiers for the National Championship were Gordon Tamblin (Handicap category 0-5), Gavin Moore (6-12) and David Daw, Porthpean GC (13-24). Congratulations to all those who won prizes and to all attendees who made the effort to make the journey and brave the conditions.

Sponsors for the day were Barenbrug and Reel grinding South West. David Singleton presented prizes on behalf of Barenbrug and Gary Tucker, of Reel Grinding SW, presented prizes for Nearest the Pin and Longest Drive. Many thanks to our two sponsors for the day for

your continued support of the Section.

The afternoon educational presentation was given by Josh Webber BSc Hons, Portmore Park. His topic was "A Practical Approach to Biological Management". Josh stepped in at the last moment to deliver the presentation and showed a great deal of passion, enthusiasm and knowledge towards this particular subject. Josh has only just finished his degree at Myerscough and has been instrumental in adopting policies and sound ecological principles at Portmore Park, winner of this year's STRI Environment Award! Many thanks to Josh for having the courage to step in and deliver a very professional presentation in front of an experienced audience. Many thanks to Newquay Golf Club for the kind hospitality on the day.

Speaking of accolades, I would like to congratulate all Devon and Cornwall members who were recognised at this year's awards at Harrogate. The Section would like to extend our congratulations to our very own Chairman Colin Webber and the team at Portmore Park for the huge and very much deserved achievement of winning this year's STRI Environment Award. The work that has been carried out over the year's at Portmore is an inspiration to us all and just shows what can be achieved. Colin should be very proud of his achievements, following in the footsteps of St Andrews who won the same award in 2010! Well done, Colin! Also, congratulations to Gordon Child who received the BIGGA "Life Time Achievement Award". Gordon has had an illustrious career in greenkeeping. Working at Royal Birkdale and managing top courses such as St George's Hill and Moor Park where he prepared for many European Tour Events. We know Gordon best in this Region for his involvement with Churston GC and his involvement with BIGGA as National Chairman. Gordon is a very keen golfer having played in two Open Championships in 1960 and 1965. Gordon is still a regular supporter of our Section, competing in and winning recent events. I know that Gordon is highly regarded by the Section and I would like to pass on our congratulations to Gordon and his family for receiving this prestigious award! Leading the way

too is Richard Whyman, Burnham and Berrow, by receiving his "Continuous Professional Development 2nd Diploma", 10 years of achieving 10 CPD points or more, well done.

Congratulations to both Billy and John Mitchell of Perranporth GC on being awarded Hon Life Memberships of Bigga for services to the Section and the Industry. John is due to retire this year and Billy plans to follow in 2012 after 50 years service. Billy has been at the forefront of BIGGA in the South West and is often first in leading with new ideas and approaches available to the industry. Both members are still actively involved with the Section and are held in very high regard amongst all the members both regionally and nationally. This is a very much-deserved tribute to services to the section and the industry, well done Billy and John!

To all those who attended Harrogate this year, thanks for making the journey and supporting what was a very successful and positive show. The Continue to learn programme experienced records numbers and was a huge success. The general vibewas very positive. Thanks to Scott Gibson and Keith Kemp for arranging and driving the Minibus, also to Famura for sponsoring the bus and the "refreshments" and to Sports Metals for sponsoring the diesel.

Finally, this is a time to support and drive the Association and the industry forward, the easy thing to do is to sit back and pinpoint the negatives. The more positive approach for us all is to roll up our sleeves and get stuck into supporting the Section, coming up with new ideas for training and education and create an invaluable network of associates we can all benefit from.

Please contact me with any news you would like to be included in these notes.

George Pitts
Section Secretary
Bigga Devon & Cornwall
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gpitts.yelverton@gmail.com



South Wales

Not too much to report this month as news coming to me

regarding the section is a bit thin on the ground. As I write, the weather during February is fairly mild, giving Greenkeepers a chance to stimulate a little growth on the greens which is invaluable as club competitions seem to start earlier every year and winter leagues finishing later!

As far as the evening lectures are concerned I would like to thank the speaker for February's talk, which I believe was probably Simon Barnaby from the mighty Scotts Company. Thank you Simon!

I say 'probably', as I have had no correspondence with the sponsors on this subject, but I'm sure I would have a 'phone call if I fail to mention them. Phones can be used for so much more than taking pictures of Tiger Woods so consider yourselves told off.

The Speaker for March is Mr Jim McKenzie who will give a talk on events at last year's Ryder Cup. Obviously a talk not to be missed so please try to make it. This talk will be at Pencoed College on Wednesday 16th of March at 7pm. Thank you Jim for giving me this information!

There was concern that there was a lack of refreshments at some of these events so Steve Chappell was charged with the task of finding another venue. The good news is that he has found a place that gives free tea and biscuits! The downside is that we will all have to give blood! I think we'll stick to Pencoed mate!

On the social front, the South Wales IOG Dinner and Dance will be held at The Swalec Stadium on Friday April 22nd always a great event. If you would like to go then give Steve Chappell or myself a call. The Australian Prime Minister, Mrs Julia Gillard sends her apologies but I am assured that Peter Gillard will be there!

Finally, in the news it is reported that both West Ham Utd and Tottenham Hotspur would like to have the Olympic stadium as their home ground after the Olympics. West Ham want to keep the stadium as it is, but Tottenham want to tear it down and build another! They are not even going to use a demolition company, they will just organise a friendly against Scotland instead! Or is that just a vicious rumour, Scott?

See You Soon, Ceri Richards



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Exclusive to BIGGA members

1. 'How to Cascade Goals to Teams and Individuals'

Introduction
The formation of goals that set out what a business is aiming to achieve is a key part of business planning. Teams and individuals throughout the organisation need to be briefed about what the goals are and what they should do to help achieve them. This requires a management process to be in place that cascades top-level goals down through the organisation.

Definition
A goal describes a measurable outcome or result that needs to be achieved.

1. Cascading goals
Cascading goals means breaking down the organisational goals into a series of smaller goals that describe what each unit or department needs to achieve. These goals are then broken down further until each individual in the unit has their own performance goals. In this way progress throughout the organisation is measurable.

Profit goal - to reduce Waste by 10% across the whole site, by December 20XX

- Manufacturing Team**
To reduce scrap/reject components off CNC machines by 2%, by June 20XX
- Warehouse Team**
To reduce part order deliveries from 22 per month to less than 5, by September 20XX
- Finance Team**
To agree 12 key supplier agreements which result in a 2% stock reduction by October 20XX

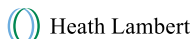
In some areas of the organisation, it may be enough to cascade goals down to the team level (e.g. in administration or production teams where they work together more as a team than as individuals). For some it is more appropriate to agree individual goals (see 'How to Develop An Appraisal System', and 'How to Prepare for an Appraisal'). What is important is that you get it right for your organisation.

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“How To...” guides are now available exclusively to BIGGA Members, on a range of Human Resource topics.

These short, handy guides provide practical, step by step guidance on a range of subjects. The guides can be downloaded and used to help you develop your knowledge and implement new processes within your workplace.

To access the “How To...” guides, log on to the **BIGGA Members Area** at www.bigga.org and **click on Member Resources**.



The 'How To...' guides are a new benefit of BIGGA membership and are brought to you thanks to the continuing support of the contributors to the Learning and Development Fund.





Diary of Events

Details of your Section's forthcoming events in 2011 can be found here...

Date	Event	Venue	Contact
MARCH 2011			
March 9th	East Midlands Section Talunex/ Phostoxin Training Course	Forest Hill Golf Club	Andrew de Wet at biggaeastmidlands@hotmail.com Cost of course is £80.00
March 15th	Cleveland Section - Great Turf Company Lecture	Teeside Golf Club	Ian Pemberton at ispemberton@ntlworld.com or telephone 07791 695768
March 16th	Devon and Cornwall Section	Merlin Golf Club	George Pitts at gpitts.yelverton@googlemail.com or telephone 07929 754401
March 17th	Joint BIGGA/GCMA Educational Seminar	Chipping Sodbury Golf Club, Bristol	Karen Drake at wsmgolfclub@eurotelbroadband.com or telephone 01934 626968
March 30th	Midland Regional Conference	Newark Golf Club	Peter Larter at petelarter972@aol.com or telephone 01476 550115
APRIL 2011			
April 6th	Cleveland Section Spring Tournament	Middlesborough Golf Club	Ian Pemberton at ispemberton@ntlworld.com or telephone 07791 695768
April 13th	North West Section Event	Hesketh Golf Club	Chris Sheehan at jsheehan@blueyonder.co.uk or telephone 07840 706738
April 13th	North Wales Section Event	Denbigh Golf Club	Jeremy Hughes on jezpro69@aol.com or telephone 07876 776265
April 15th	North East Section Event	Newcastle United Golf Club	Jimmy Richardson at jamesrichardson217@btinternet.com or telephone 07500 528542
April 19th	East Scotland Section Spring Meeting	Craigielaw Golf Links	Stuart Ferguson at stuferg@btinternet.com or telephone 07961 630553
April 21st	South West Section	Chipping Sodbury Golf Club	Adam Matthews at adam.l.matthews@hotmail.co.uk or telephone 07732 503855

Assistant Profile

Our monthly look into the life of an assistant greenkeeper...

Name: Jamie Pack
Age: 22
Club: The Luffenham Heath Golf Club



Position: Assistant GreenKeeper
Nickname: Jimmy

1. How long have you been greenkeeping?

Five years at the end of January 2011

2. What was it about the career that attracted you?

The beauties of nature which provides us with our finest British golf courses

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

I have no idea, couldn't imagine myself not being a greenkeeper. Would have to be something in the industry but have no idea what.

4. Which task do you most enjoy doing and why?

All aspects of irrigation because, irrigation systems are one of the most power full tools of agronomic change. Also the correct usage to maintain full effectiveness to help balance

good moisture management practices to favour the grasses we desire

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

Would have to be cleaning out the drainage ditches around the course. The reason for this is because we only really do this through the winter months and this time of the year it's to bloody cold to be standing in a ditch with a shovel removing sloppy mud and any other debris that find its way in.

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

Clean and hygienic facilities for staff to enjoy their break etc. Providing good facilities will

help motivate staff. Who wants to eat a dust filled sandwich whilst listening to the sound of the triplex mower at break time? If you have horrible sheds and useless machines why would staff want to go out and carry out their duties?.

7. Hobbies?

Golf, fishing

8. Favourite Band?

Bon Jovi

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

I support my legs because they support me!!! MUFC!!!

10. What is your claim to fame?

I don't have a fame to claim as of yet. Maybe one day though.



Membership

Tracey Maddison, Head of Membership, provides a departmental update

Preferential rates on Toyota HILUX vehicles to BIGGA Members

BIGGA has teamed up with Jemca Business Centre, London (suppliers of Toyota and Lexus) to offer BIGGA Members preferential rates on out-right purchase or contract hire of Toyota HILUX vehicles.

Jemca is an established car dealership group based in the South East, in and around London which has years of experience and is proud to be part of London's prime Toyota and Lexus car retailer group.

Jemca's growth has been based on its key strengths; outstanding commitment to customer service, which is reflected in their continually high customer satisfaction ratings across their services.

Although based in London this offer is open to all BIGGA Members in the UK.

NB: prices are frequent to change due to manufacturer campaigns, but examples of contract hire and purchase can be obtained from emailing membership@bigga.co.uk

Redundancy

If you are finding yourself a possible casualty of the current economic crises then make sure you brush up on your rights. If your employer is thinking about making you redundant, they should consult with you before making a decision. If you think you are at risk from redundancy, here's a suggestion of what to do to prepare yourself: -

Know your rights

Employers are legally obliged to follow strict procedures when making redundancies, make sure you know what the procedure is. Contact the legal helpline, a benefit provided to all FULL BIGGA Members.

Contesting your employer's decision

You have the right to appeal against your redundancy. If you have grounds to dispute your employer's redundancy decision you can take your case to an employment tribunal.

Check for any state help after redundancy

Once unemployed you may be entitled to state benefits such as Jobseekers's Allowance or Income Support. To find out what you can claim you will need to sign on at your local Jobcentre.

Planning your finances

Contact the Debt Helpline (free to members of BIGGA). If you are likely to be out of work for an extended period, check to see if any of your loans have payment protection insurance attached that may cover your mortgage interest repayments or other loans.

Finding your next job

Contact BIGGA to ensure your membership is kept valid so that you can take advantage of contacts and networking as much as possible.

Visit the Members' Area of the BIGGA Website where you can find more information and useful websites to visit - another membership benefit of being a member of BIGGA.

Section Events

Don't forget to keep checking the EVENTS Section of the BIGGA Website (www.bigga.org.uk/events/) where you will find information on all the section events throughout the UK.

If you would like to attend an event outside of the section you are in, just contact the Section Secretary for information. The details of all the Section Secretaries can be located in the 'Contact Us' and 'Contacts List' and select 'Section Secretaries'.

Membership Subscriptions 2011

In April 2009 BIGGA streamlined the membership categories from over twenty to eight categories to simplify administration and reduce confusion. In 2010 BIGGA were able to freeze the membership subscription rates, however, from April 1 2011 membership subscriptions will have a slight increase. Details will be in next month's column and on the BIGGA Website shortly.



Contact Details

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traceymaddison@bigga.co.uk

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(option 1 for Membership)

Regional Offices

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pj.boyd@btinternet.com

Northern & Midland

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Mobile: 07866 366966
petelarter972@aol.com

South East

Clive Osgood
Tel: 01737 819343
Mobile: 07841 948410
cliveosgood@yahoo.co.uk

South West & Wales

Jane Jones
Tel: 01454 270850
Mobile: 07841 948110
janejones1@btconnect.com



Peter Boyd Peter Larter

Clive Osgood Jane Jones

BIGGA welcomes the following new members

Scottish

William Nicholson, North Section

Northern Region

Neil Hamlett, North West Section
Phil Longstaff, Northern Section
Geoff Ward, Cleveland Section

Midland Region

Alistair Botwood, Midland Section
Kyle Cleaver, Midland Section
Mike Cox, Berks/Bucks & Oxon Section
Tom Ditchburn, Berks/Bucks & Oxon Section
Harry Larkins, East Midland Section
Simon Torr, Berks/Bucks & Oxon Section

South East Region

Ronald Keith Penny, London Section
Gerald Scott, East Anglia Section
Michael Willingale, East Anglia Section

South West/South Wales

Steven Blackmore, South West Section
Tony Hughes, Devon & Cornwall Section
Neil Ivamy, Devon & Cornwall Section

Overseas

Johannes Bester, Sahara Kuwait, Kuwait
Aleksander Kravanja, Golf Bovec d.o.o., Slovenia
Temitope Odihili, Ikeja Golf Club, Nigeria

For more information on new members log in to the Members' Area of the BIGGA Website.

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OTHER USEFUL NUMBERS

(Full Members only)

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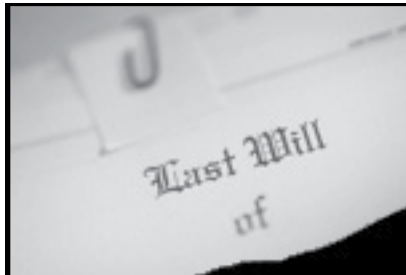
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or **Graham Carver** for more information

BIGGA Regional Conferences

All forthcoming conferences are as follows...

REGION	DATE	LOCATION
North Midlands	To be announced 30 March 2011	To be announced Newark Golf Club

FOR FURTHER DETAILS, CONTACT...

Peter Larter, Regional Administrator, 01476 550115
Peter Larter, Regional Administrator, 01476 550115

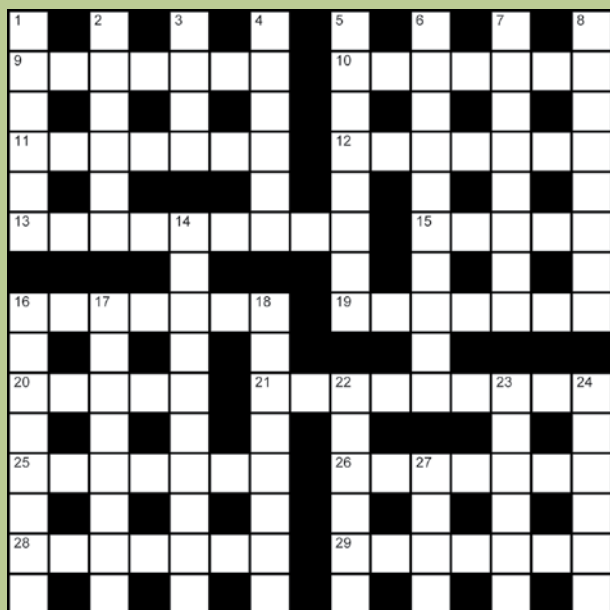




in the shed

Our monthly puzzle page to keep you entertained when you're forced indoors..

CROSSWORD



Across

- 9 National anthem of the world's second largest country (1,6)
- 10 Superhero alter ego of Tony Stark (4,3)
- 11 1990s indie music movement (7)
- 12 The Beatles' final studio album (3,2,2)
- 13 Capital city of Iceland (9)
- 15 Tomb (5)
- 16 2000 film by Christopher Nolan that is told backwards (7)
- 19 Of the same family (7)
- 20 Suckle (5)
- 21 Robert, Twilight's Edward Cullen (9)
- 25 The largest city in Sri Lanka (7)
- 26 Doctor Who companion played by Karen Gillan (3,4)
- 28 Most wee (7)
- 29 Passage selected from a larger work (7)

Down

- 1 Device fitted to cars in Australia to protect against animal strikes (3,3)
- 2 Flesh and blood (6)
- 3 A plucked musical instrument (4)
- 4 Garry Kasparov's main rival throughout the 1980s (6)
- 5 Taker of the only 19 wicket haul in a Test match (3,5)
- 6 Italian painter of The Birth of Venus (10)
- 7 Variety of quartz, violet in colour (8)
- 8 Spent, but not endowed (8)
- 14 Dutch painter of Girl with a Pearl Earring (3,7)
- 16 Tailless felines (4,4)
- 17 US State with Baltimore its largest city (8)
- 18 Opposite of 'Darn Sarf' (3,5)
- 22 Location of the annual University Boat Race (6)
- 23 Language used in Bratislava (6)
- 24 Undress (6)
- 27 The abominable snowman (4)

QUICK 'NINE HOLE' QUIZ

1. Which is further north, Turnberry or Royal Troon?
2. Is Sunningdale Golf Club more or fewer than 10 miles from Wentworth?
3. Which is further east, Muirfield or Carnoustie?
4. Is Royal Birkdale closer to Royal Lytham or Hoylake?
5. Is Royal St George's closer to London or Calais?
6. Which is the shorter journey – Turnberry to Royal Lytham or Turnberry to Carnoustie?
7. Which is the longer journey – Carnoustie to St Andrews or Royal Lytham to Royal Birkdale?
8. Is it more or less than 600 miles between Carnoustie, the northerly most Open venue, and Royal St George's, the southern most?
9. To the nearest 30 miles, how far is it from Royal John O'Groats to Land's End GC?

C	A			4	7			B	2	3
	2					8	6	5	C	
			5		A					9
9	8				4					
1	3	2		9					5	
4	B	C			7	A				
				A	C			1	9	6
	1				5		7	A	2	
					6			8	5	
A					6		2			
	C	1	5	4				6		
3	4	9			C	2			1	7

MONSTER SUDOKU

Fill in the grid so that every row, every column and every 4x4 box contains the numbers 0 to 9 and the letters A to E.

		7	6	8				9	
		6			5			8	
8				3				4	
	9			5				2	
5									6
	8			1				5	
	1			7					2
7			1				8		
3				4	8	7			

SUDOKU

Fill in the grid so that every row, every column and every 9 box shape contains the numbers 1 to 9.

Puzzle Answers on page 73

BUYERS' GUIDE



It's a colourful world

Flag poles; flag sticks; flag pins; flag accessories; hole cups; putting cups' hole cutters; hole trimmers; tee markers; flags; logoed flags; wavy flags; air flow flags; printed flags; embroidered flags with your name on; triangular flags; flags that are not flags but wicker baskets; flags with your Captain's face on maybe? Maybe not?

Welcome to a day in the life of the golf course products supplier. It's a colourful world says

Andrew Acorn, as he sets off with his stock of flags & products visiting golf courses up and down the country.

Every day is a new challenge with changing climates changing golf committees with new ideas that are put in front of the greenkeepers saying.... "This year I want new flags with our special logo on."; "All new ball washers out on the course in my year of office!"

"I talk with everyone from the Secretary, to Pro, to the assistant greenkeeper, to the bar staff, and the club member. They all have their own personal view of what looks good what doesn't," says Andrew.

"I'm awaiting for the launch of the Hydraulic hole cutter that is on a mechanical arm of a greens machine which does the job without a fuss and which may or may not arrive. But for now we will continue cutting perfect holes with the twin bladed holmaster or one of our HIO Impact cutters for that professional tournament finish."

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24 - 26 JANUARY 2012

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Photo courtesy of Ridding Park
Repton Short Course 'Signature Island Green'.



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