

# FROM HEAD OFFICE

## MASTER GREENKEEPER CERTIFICATE

ON January 1 the new decade will begin for B.I.G.G.A. with the introduction of the Master Greenkeeper Certificate Award for those members seeking the highest status within the profession. In formulating the scheme, the Association has worked closely with the Approved Greenkeeper Training Colleges and the new Certification process has their full support. The achieving of Master Greenkeeper status by a member will therefore be of great significance in his career.

The award of this certificate will indicate that the recipient has achieved the highest standards of excellence within the profession of greenkeeping. It will be a prestigious award based on experience, ability and education. The award is designed through a combination of experience and ability allied to a study programme to produce a well educated and qualified individual.

Educational credits will be available through the approved colleges system in terms of City & Guilds and Scotvec, as well as for other individual qualifications approved by the Association. Credits will also be awarded in accordance with participation in the B.I.G.G.A. educational programme e.g. National Conference, E.T.M.E. seminars, Management Courses, Regional and Section Seminars.

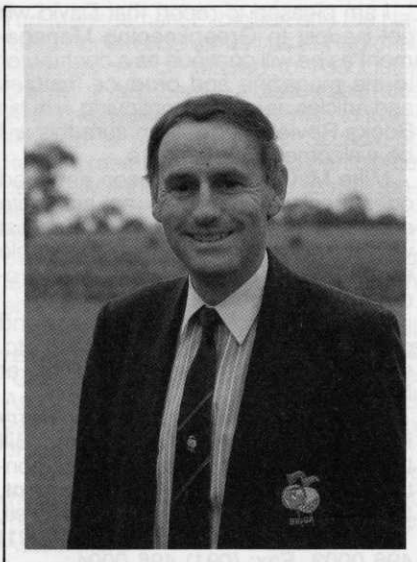
Ongoing training and education are required of all members participating in the award scheme in order to ensure awareness of changing conditions, techniques and requirements. Accordingly, certification once obtained must be renewed every five years through application. You will need to produce evidence that during the period of certification you have accumulated at least the minimum of stipulated credits in order to retain your Certification.

The award process begins when a completed application form for registration is received at Headquarters office. Full details will be retained on computer and individual records will be updated and validated as credits are obtained and notified. For certification purposes, classification will be in four categories and all members of the Association will be placed in one of these categories which in due course will be linked to both members subscriptions and recommended salary/wage levels. From January 1 1990, those members not registering for the Certification Scheme will be placed in categories on the basis of experience alone.

1. Holders of the Master Greenkeeper Certificate (M.G.C.).

2. For current Golf Course Managers/Head Greenkeepers with at least ten years greenkeeping experience including a minimum of three years as Course Manager/Head Greenkeeper. Up to three years college based education can be credited towards the 10 years experience. Allocation to this category is subject to having obtained a minimum of 140 credits.

3. For current Golf Course



Neil Thomas.

Managers/Head Greenkeepers not meeting the criteria set out in Category 2 as well as for current Deputy Course Managers/Deputy Head Greenkeepers/First Assistants. Allocation to this category is subject to having obtained a minimum of 80 credits.

4. For current Golf Course Managers/Head Greenkeepers not meeting the criteria set out in 2 or 3 and for current Deputy Course Managers/Deputy Head Greenkeepers/First Assistants not meeting the criteria set out in 3. For current Golf Course Assistant Greenkeepers/Apprentices/College Students.

**Award of Credits:** 300 credits will be necessary to achieve Master status and are obtainable in three stages: (1) Ongoing Education/Experience (200), (2) Assessment of Golf Course Operation (40), (3) Module Examination (60).

**STAGE 1** Credits will be awarded as follows:-

**City and Guilds** - Certificate of Greenkeeping and Sports Turf Management.

Phase 1 - 15 credits

Phase 2 - (2 years) 54 credits - 3 extra credits if undertaken at 'Approved College'

Phase 3 - 24 credits - 3 extra credits if undertaken at 'Approved College'

Phase 4 - 24 credits - 3 extra credits if undertaken at 'Approved College'  
National Certificate Horticulture (Greenkeeping) - 81 credits.

**"This is probably the most significant development so far in the Association's history."  
- Paddy McCarron, Chairman**

### Scotvec National Certificate in Greenkeeping

Approved Greenkeeping Modules - 40 hours - 6 credits. Approved Greenkeeping Modules - 20 hours - 3 credits - up to a maximum of 102 credits for greenkeeping modules and 15 for supervisory modules.

N.B. 3 extra credits will be awarded for each set of five modules obtained at an 'Approved College' (maximum 9 credits).  
Greenkeepers Training Committee Registration and Completion of Log Book (3-years) - 5 credits

B.I.G.G.A. In-House Management Course - (1 week) - 8 credits.

S.T.R.I. Courses of Instruction (Golf) - 8 credits

National Educational Conference - 5 credits.

ETME - 5 credits (one per session).  
Regional/Section Seminar (minimum period of study 5 hours) - 3 credits

Approved Correspondence Course - 8 credits.

Control of Pesticides Regulations 1986 - Foundation module plus selected Application Method Module(s) - 5 credits.

Presentation of Paper/Lecture at B.I.G.G.A. Training Course - 5 credits  
Presentation of Paper at (i) National Conference - 5 credits (ii) ETME - 4 credits (iii) Regional/Section Seminar - 3 credits.

The Association will exercise its discretion to award additional credits for other approved qualifications not detailed above.

Whilst the scheme is operative from January 1 1990, the credit system will apply retrospectively for approved college based qualifications, correspondence courses and the Control of Pesticides Regulations 1986. It will not apply retrospectively to B.I.G.G.A. courses/conferences with the exception of the November 1989 Management Courses at Aldwark Manor.

### Experience

Four credits will be awarded for every year of greenkeeping experience to a maximum of 35 years and up to three years college based experience can be included for this purpose.

N.B. It is necessary to obtain 200 credits in Stage 1 before proceeding to Stages 2 and 3. Once sufficient credits have been obtained, application can be made for Certification and Stages 2 and 3 follow.

### STAGE 2

Assessment of Golf Course Operation.

The Golf Course Operation will be reviewed by two Course Managers/Head Greenkeepers employed on a consultancy basis by the Association. The visit must take place during the growing season and within one year of the date of certification application approval. The two Course Managers/Head Greenkeepers will visit the operation, tour the course and facilities and ask the applicant a series of questions provided to them by B.I.G.G.A. Each assessor will then decide whether to recommend certification. The applicant

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# FROM HEAD OFFICE

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will be notified of the result within two months and if unsuccessful can appeal to the B.I.G.G.A. Educational Sub-Committee within one month.

## STAGE 3

### B.I.G.G.A. Module Examination.

The member can prepare for the examination in his own time, but it must be successfully completed within one year of the date of certification application approval. The examination will be sat and monitored at Headquarters office and the papers considered by a panel approved by the B.I.G.G.A. Education Sub-Committee. Each section of the examination is marked separately. If any section is failed, only that section must be retaken. Each failed section may only be retaken twice in the one year period after application approval. If all sections are not satisfactorily completed within one year they must all be retaken and an additional fee will be necessary to cover administrative costs.

**N.B.** During the inception period of the award, Course Managers/Head Greenkeepers who have obtained 200 credits may opt to submit a career presentation in accordance with set criteria as an alternative to sitting the B.I.G.G.A. module examination. This alternative will only be available from January 1 1990. for a three year period. In any event, the Golf Course Operation Assessment will apply.

**Renewal of Certification** For each five year period from the date of initial certification, evidence of an accumulation of a minimum of 40 credits will be necessary. It will not be necessary to sit further examinations.

## Costs

The certification process commences with receipt of your completed application form and an administrative fee of £60 (inclusive of VAT). Complete confidentiality will be maintained in respect of your application and progress and details released only with your consent. Verification of your completed application information is required but discretion will be maintained throughout the certification process. A further fee will be payable at such time as you wish to renew your certified status or resit the complete examination.

Members wishing to register for certification should write to Headquarters office requesting the Master Greenkeeper Certificate application form or alternatively Tel: Debbie Savage on 03473 581/2.

NEIL THOMAS

## EDITOR RESIGNS

IT IS with much regret that I have to report the resignation of David White as Editor. David was originally engaged on a freelance basis for the first six issues of the magazine. On behalf of all members I would like to express to David our great appreciation of his contribution to the development of the magazine during the last six months.

I am pleased to report that David will not be lost to **Greenkeeping Management** as he will continue as a contributor to the magazine and produce features and articles as well as continuing with his **Books Review** page. I am sure this will be welcomed by members.

**Mike McClennan** has been engaged on a freelance basis as an associate editor. Mike is an experienced journalist with a background covering the whole spectrum of reporting, sub-editing, production and public relations.

All editorial copy including lineage and pictures, ideas, special articles, etc. should be addressed to Mike at Newcastle.

**Remember - Mike** together with **Barry Poole** our Publishing Director and **Bill Lynch** our Sales Manager can be contacted at: **Greenkeeping Management, Spencer House, Market Lane, Swalwell, Tyne and Wear, NE16 3DS. Tel: (091) 496 0003. Fax: (091) 496 0004.**

*"An increase of nearly 1100 new members in the past six months is truly remarkable achievement."*

*— Peter Wilson, Trustee The Royal & Ancient Golf Club*

## THE LATEST NEW MEMBERS

Beckford, Nigel P., Brown, Gary, Kyle & Carrick District Council. Brown, Kenneth R., Radix. Buckley, Darren W., Hillingdon Golf Club. Campbell, Kirk, Kyle & Carrick District Council. Cash, Frederick, Knutsford Golf Club. Chapman, Allan L., Forest of Arden Golf and Country Club. Cheeseman, Stephen J., Gosfield Lake Golf Club. Cockburn, Stephen, Radix.

Crewe, Derek J., Manchester Golf Club. Davies, Deni L., St. Deiniol Golf Club. Davies, Malcolm J., Cradoc Golf Club. Dick, Graham, J., Royal Troon Golf Club. Donald, John D., Radix. Elsworthy, Roger E., Bournemouth Council. Fleming, Stewart, Kyle & Carrick District Council. Glass, David, Radix. Geach, Alan, Radix. Graham, John, Kyle & Carrick District Council. Harkness, Colin, Kyle & Carrick District Council.

Hayward, Simon L., Corhampton Golf Club. Johnstone, Stephen T., SPMC. Lambert, Mark A., Northants County Golf Club. Lucas, Kevin, Sheffield Recreation Dept. Lusty, Stuart, Gloucester Hotel and Country Club. Mable, Ross, Prestonfield Golf Club. Marsden, Matthew, Elland Golf Club. Mayne, David, London Borough Hounslow. McEvoy, Steven, Kyle & Carrick District Council. McTavish,

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## RECOMMENDED MINIMUM SALARY/WAGES SCALE

THE Association has updated its recommended minimum salary/wages scale, although actual figures remain the subject of negotiation between the Golf Club and Greenkeeping staff. The quoted rates apply from 1st January, 1990.

	9 Holes £	18 Holes £	27 Holes £	36 Holes £
Course Manager/Head Greenkeeper	11,762 pa	14,879 pa	16,214 pa	18,144 pa
Deputy Course Manager/Deputy Head Greenkeeper	9,244 pa	10,711 pa	11,672 pa	13,060 pa
First Assistant	177.74 pw	177.74 pw	177.74 pw	177.74 pw
Assistant Greenkeeper	166.72 pw	166.72 pw	166.72 pw	166.72 pw
Apprentice Greenkeeper				
All courses	Age 16/17	83.36 pw	Age 20	145.88 pw
	Age 18	104.20 pw	Age 21+	166.72 pw
	Age 19	125.04 pw		

**N.B.** Where appropriate these rates should be increased to reflect Regional variations (eg 24% in some areas).

The First Assistant is a post designed to recognise a third-in-charge where appropriate to the size of the Club. In cases where the First Assistant is the recognised Deputy, the appropriate Deputy Course Manager/Deputy Head Greenkeeper salary scale should apply.

N.B. staff in possession of recognised qualifications should have this reflected in an addition to base salary.

Basic conditions of employment should include:

- Where accommodation is provided by the Club, it should be rent and rates/poll tax free with heating/lighting costs borne by the Club.
- Where accommodation is not provided by the Club, a suitable remuneration in addition to the above salary should be paid.
- 40 hour week.
- Retirement Pension Scheme.
- Telephone costs on Club business.
- Mileage allowance.
- Time off to attend lectures, demonstrations, BIGGA functions and tournaments.
- If not salaried, basic overtime to be paid at time and a half, with double time on Sundays and Statutory Holidays.

Membership details are available from: The Executive Director, BIGGA, Aldwark Manor, Aine, York, North Yorkshire YO6 2NF. Telephone: 03473 581/2. Fax: 03473 8864.

# FROM HEAD OFFICE

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Gregor N., Radix. Moston, Darren, Lymm Golf Club.

Neiger, Thomas M., Golf Club Mitteland. Redgrave, Jonathan, Lymm Golf Club. Robertson, Andrew, Thurso Golf Club. Scott, Mark W., Prestonfield Golf Club. Shelley, David J., Ingestre Park Golf Club. Sloan, Stephen, Radix. Sturmey, Jason, Dartmouth Golf Club. Thomas, Graham O., Haverfordwest Golf Club. Titshall, Keith R., Waldringfield Heath Golf Club. Varley, Angus S., Alvaston Golf Centre. Waring, Robert J., Belmont Golf Club.

## TRADE

Jacobsson, Jakob, Tummel Bridge Engineering Ltd. Pearson, Chris, Turbin, Andrew, Ernest Doe & Sons Ltd.

## ASSOCIATE

Fraser, Allan.

## MEMBERSHIP SUBSCRIPTIONS 1990

### GREAT BRITAIN AND IRELAND

Course Manager/Head	
Greenkeeper .....	£36.00
Deputy Course Manager/Deputy Head Greenkeeper.....	£33.00
*First Assistant/Assistant Greenkeeper .....	£31.00
20 Years of Age or Under.....	£20.00
International - All Greenkeeping staff.....	£48.00
Associate/Company.....	£50.00
(Includes 1 year's subscription to Greenkeeping Management)	
Corporate - 10 or more.....	max £500.00
(Add £20 for each additional member requiring a magazine).	

\*The First Assistant is a post designed to recognise a Third-in-Charge where appropriate to the size of the club. In cases where the First Assistant is the recognised Deputy, the Deputy Course Manager/Deputy Head Greenkeeper subscription rate should apply.

## ASSOCIATE/COMPANY SCHEME

Those enrolling in the Associate/Company Membership category will be encouraged to play a full part in the Association's affairs. Associate members will be those having a close interest in greenkeeping without being specifically employed as greenkeepers. As such, this category of membership will be of interest to Chairmen of Green Committees, Club Secretaries, Golf Course Architects and Constructors and many others with a close affinity to greenkeeping. Company membership is on an individual basis and will be of interest to those employed within the fine turf industries.

Individual membership cards will be issued and will entitle the member to participate in all National, Regional and Sectional events organised by the Association Delegate fees at both the European

Turf Management Exhibition and the National Conference as well as at Regional Seminars will be offered to Associate/Company members at a discounted rate. Whilst many members may wish to identify with a particular local Section or Region, members are able to participate nationally if they so wish. To assist identification with BIGGA, Associate/Company members will receive a BIGGA car badge sticker, key ring, pen and golf bag tag. **New** members will also receive an enamel lapel badge.

All Associate/Company members will receive each month a copy of 'Greenkeeping Management', the Association's official publication and essential reading for those involved with or interested in greenkeeping.

A special corporate rate is available for those companies wishing to enrol ten or more of their staff as members of the Association.

**1989 members will be invoiced for subscriptions due prior to 1st January, 1990.**

## 1990 BIGGA MEMBERSHIP PACKAGE

**F**OR the first time greenkeepers have been categorised and subscription rates set accordingly.

It is important to note that these categories will be linked to both the Recommended Salary/Wages Structure and the new BIGGA Certification Scheme to be launched next month.

Central to the Scheme will be that all greenkeeper members of the Association are initially placed in one of four categories based on experience and educational qualifications. Over the next few years these categories will be directly linked to recommended salary/wages and subscription levels.

The 1990 subscription levels represent the first phase therefore in unifying these three elements and establishing a direct link between qualifications, experience, salary/wages levels and subscriptions.

What then will your 1990 subscription bring you? In addition to your BIGGA membership card, the package brings valuable benefits for members:

- Monthly copies of Greenkeeping Management - the Association's own publication.
- The annual Journal and quarterly bulletins of the Sports Turf Research Institute.
- Full Legal Advisory Service including Legal Helpline card.
- Full Employment Cover. Full Personal Injury Cover:- Pursuit of civil claims by the insured for damages, specific performance or injunction arising from or out of:
  - A contract of employment;
  - Death or personal injury of the Insured from any cause.
- Beneficial Insurance Options in respect of Car and Home - Building and Contents.

(vi) BIGGA Car Badge Sticker.

(vii) Personal Accident Cover - this cover will provide capital sums under the following heads:

1. Death £5,000;
2. Loss of use of one or more limbs and eyes £5,000
3. Permanent total disablement lasting 104 weeks at the end of which being beyond hope of improvement £5,000.

Members suffering temporary total disablement in excess of seven days will receive a weekly income of £25 for a maximum of 104 weeks.

Also it will be possible for members to purchase additional units at their own cost within the Scheme and a pamphlet incorporating an application form will be made available upon payment of subscription.

All **NEW** members will receive an enamel lapel badge.

## NEW FOR 1990 - BIGGA KEY RING, BIGGA PEN AND BIGGA GOLF BAG TAG

In conjunction with our Insurance Brokers, it will be possible in 1990 to arrange discounts for private medical insurance for members of the Association - there will be a discount on normal medical insurance rates of 20% and details will be enclosed with your membership package.

For those wishing to take out cover for vehicle breakdown, the National Breakdown Recovery Club will be offering a 10% discount on normal rates to BIGGA members as well as waiving the £5 enrolment fee - details with your membership package. Note the cost comparison in the box below.

	Normal	Disc.		
	NBRC	Price	RAC	AA
<b>Enrolment Fee</b>	£5.00	Free	£7.50	£10.00
<b>Total Protection</b>	£54.00	£49.75	£57.50	£59.50
<b>Comprehensive</b>	£42.50	£38.25	£45.50	£48.00
<b>Roadside Assistance</b>	£25.50	£22.95	£26.50	£27.50
<b>Recovery Only</b>	£19.00	£17.10	Not applic.	

The Association's Placement Scheme was detailed in the September issue of 'Greenkeeping Management' **remember this is a service as part of your membership package** - if you wish to be kept up to date on the employment scene, the Scheme is available for you to use.

Don't forget the BIGGA Personal Pension Plan - available to BIGGA members.

Discounted fees are payable by BIGGA members attending the National Conference and the European Turf Management Exhibition as well as Regional Seminars.

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# FROM HEAD OFFICE

Continued

*As a Course Manager you pay less than 70p a week whilst as a First Assistant you pay less than 60p - outstanding value for your membership package!*

*Membership of BIGGA gives you increasing recognition throughout the golfing world as a member of a truly Professional Association. Be part of BIGGA as an exciting new decade for greenkeeping approaches.*

## INTERNATIONAL MEMBERS

All items in the package are available to members both in the Republic of Ireland and internationally with limitations on items (iii) and (iv). The Legal Helpline card can be used for seeking legal advice, but this advice will relate to either English or Scottish Law. The card can be used when the member is visiting Great Britain, both for advice and in respect of any claims arising during or from such visits.

**N.B.** The legal and insurance benefits are only effective following payment of subscription. Any delay in payment after 1st January could cause a problem - don't take the risk!

## REMEMBER - BIGGA BACKS ITS MEMBERS

## THE 1990 MEMBERSHIP PACKAGE UNDENIABLE VALUE FOR MONEY

**‘W**HAT do I get for my money?’ How often is this question posed and quite rightly too.

The breakdown for your 1990 subscription shows just how attractive the **BIGGA Membership Package** is for greenkeepers.

Personal Accident Insurance Cover.....	£3.00
Legal Advisory Service/Employment Cover/Personal Injury Cover.....	£5.00
Membership card.....	£0.26
Car badge sticker.....	£0.20
Key ring.....	£0.26
Pen.....	£0.47
Bag tag.....	£0.32
Retainer Fees (Regional Administrators/Section Secretaries).....	£3.46
Subscription refunds to regions/sections.....	£5.00
STRI Journal and Quarterly Bulletins.....	£2.50
	<b>£20.47</b>

In addition each new member receives a lapel badge - £0.60.

The balance of subscriptions up to the appropriate rate is utilised to partially offset the running costs of the Association for which substantial additional income has to be sought from other sources. In effect the "20 Years of Age or Under" category is subsidised as the subscription rate for 1990 is set at £20.00

Greenkeeper members also receive a monthly copy of **Greenkeeping Management** magazine (annual subscription rate £21.95) free of charge.

Directly or indirectly members receive annual benefits totalling over £43 - value for money indeed! You also receive discretionary courtesy of the golf course - a valuable benefit for golfers amongst you. All this comes before one considers the very real ongoing benefits of belonging to a professional association such as ours - but that is a continuing story.

## MEET THE STAFF



BILL LYNCH

**‘B**IG WILLIAM”, according to reports has been accorded the distinction among the industry's media buyers and marketing managers of being popular. Greenkeeping Management's Sales Manager Bill Lynch, has helped BIGGA's new publication establish itself as Europe's number one greenkeeping management magazine.

Bill who is 36 is married to Sue with two young daughters Ruth and Jessica lives at Ryton, Tyneside.

Prior to joining Greenkeeping Management last March Bill was unable to work for 3 years following a serious car accident in 1986. Prior to that Bill was employed by The Thomson Organisation as a Group Sales Manager employing 40 sales staff.

Following the extremely hard work put in by Bill and the sales team over the last 9 months he is looking forward to meeting even more of Greenkeeping Management's clients during 1990.

## NOTICE TO MEMBERS Annual General Meeting

This will be held on  
Tuesday, 13 March, 1990  
at 2.30 p.m. in  
**The Royal York Hotel**  
York

immediately adjacent to the Railway Station  
**NEIL THOMAS** Executive Director

## BOOK NOW!

### GCSAA SHOW - ORLANDO -

If you are planning to join the BIGGA trip to Florida - you'd better be quick!

**Destination** GCSAA International Golf Course Conference and Show - Orange County Convention Centre, Orlando, Florida, 19th-26th February, 1990.

**Depart** from Gatwick 11.15 a.m. Thursday, 15th February.

**Return** from Orlando 18.20 p.m. Thursday, 1st March arriving at Gatwick 07.25 a.m. on 2nd March.

**Accommodation** at the stylish Wynfield Inn, close to the Convention Centre.

**Costs** 14 nights accommodation on a twin-bedded basis - £545 plus £34 insurance - inclusive of a **free rental car** for the full duration of the holiday. Children £320 - based on sharing with two adults with 50% reduction on insurance if under 11 years.

**To be sure of a place ring Samantha today on 03473 581/2. Your booking MUST be accompanied by a deposit cheque of £85, inclusive of insurance.**

NEIL THOMAS



*As the festive season approaches, the Chairman, Board of Management, Executive Director and Staff would like to thank all members for their support and encouragement during the past year. It has been a year of development and progress and there is much to celebrate this Christmas time as the greenkeeping profession develops apace.*

*We look forward to a new year and new decade with anticipation and confidence knowing that we must set our sights high and that much hard work will be necessary to enhance further the profession and the Association.*

*To all our members we wish a very Merry Christmas and a happy and prosperous New Year.*

