

# FROM HEAD OFFICE



Neil Thomas.

## ISEKI DATES

**Ireland:** 17th May 1990, Forest Little Golf Club.  
**Scotland:** 30th May 1990, Cawder Golf Club.  
**South-West:** 14th June 1990, Yeovil Golf Club.  
**Northern:** 20th June 1990, Branspeth Castle Golf Club  
**Midlands:** 25th June 1990, Kedleston Park Golf Club.  
**South-East:** 4th July 1990, Sudbury Golf Club.  
**Final:** Wednesday September 12th 1990, Moortown Golf Club, Leeds.

## 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

## RECOMMENDED MINIMUM SALARY/WAGES SCALE

**T**HE 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 Age 18 Age 19	83.36 pw 104.20 pw 125.04 pw	Age 20 Age 21 +	145.88 pw 166.72 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:

1. Where accommodation is provided by the Club, it should be rent and rates/poll tax free with heating/lighting costs borne by the Club.
2. Where accommodation is not provided by the Club, a suitable remuneration in addition to the above salary should be paid.
3. 40 hour week.
4. Retirement Pension Scheme.
5. Telephone costs on Club business.
6. Mileage allowance.
7. Time off to attend lectures, demonstrations, BIGGA functions and tournaments.
8. 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, Alne, York, North Yorkshire YO6 2NF. Telephone: 03473 581/2. Fax: 03473 8864.

## 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.

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# FROM HEAD OFFICE

## BIGGA NATIONAL EDUCATION CONFERENCE

ROYAL HOLLOWAY AND BEDFORD NEW COLLEGE  
30TH MARCH - 1ST APRIL 1990  
ORGANISED IN CONJUNCTION WITH THE INTERNATIONAL GOLFERS CLUB

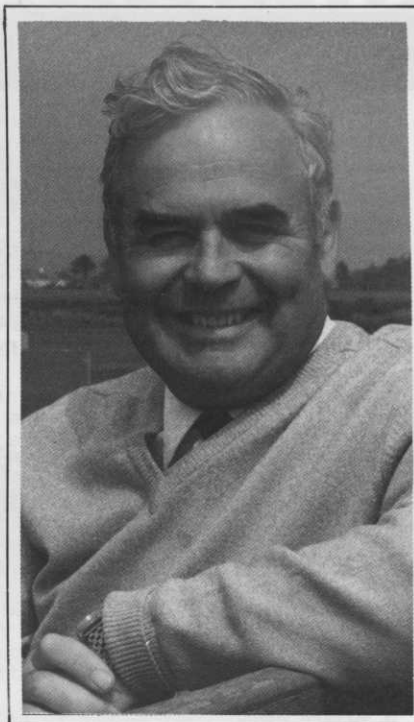
**F**OLLOWING the success of the inaugural National Education Conference held at Queens' College, Cambridge in April, 1989, the task of selecting a suitable college for the second Conference was not an easy one given the high standards set at Cambridge. However, in selecting the Royal Holloway and Bedford New College, BIGGA considers that the standards set will be maintained and allow all international friends easier travelling via Heathrow Airport.

The College was formed by the merger of two old established Colleges of London University, Bedford and Royal Holloway.

Bedford started life in 1849 in a house in Bedford Square, as a College for the education of women. Royal Holloway was founded by the Victorian philanthropist Thomas Holloway in 1886 also as a women's College. Both Colleges began to accept men in the 1960's and now have almost equal numbers of male and female students.

The College is the only large College of London University to be sited outside the capital. It occupies a 100 acre campus on the summit of Egham Hill, about one mile from the town of Egham. The best known local landmark is Windsor Castle which is four miles from the College (the nearest entrance to Windsor Great Park is about 600 yards from the College gates). Delegates will be resident in the Founders Hall. The building is a striking example of 19th century architecture, inspired by the Chateau de Chambord in the Loire Valley. It was opened by Queen Victoria in 1886.

The education and training of greenkeepers continues to be of paramount importance and this Second Na-



One of the principal speakers at the Conference - John Glover, Rules Secretary, Royal and Ancient Golf Club of St Andrews, Fife.

tional Education Conference marks another stage in the development of BIGGA's ongoing educational programmes. The Association looks forward to welcoming you to the conference feeling sure that you will gain substantially from the experience.

### DAILY PROGRAMME

Friday March 30

9.30 a.m. - REGISTRATION in Founders Building  
11.45 a.m. - LUNCH - Founders Building

Conference Commences

Chairman: John Millen, Canterbury Golf Club. Member of BIGGA Board of Management and Education

Sub-Committee  
1.20 p.m. - Introduction - Ivor Scoones, Vice-Chairman, BIGGA  
1.30 p.m. - 'POA ANNUA: MYTHS AND REALITIES' Donald B. White, Professor Turfgrass Science, University of Minnesota  
2.10 p.m. - 'GOLF AND GREENKEEPING IN SOUTH-WEST IRELAND' David MacIndoe, Course Manager, Killarney Golf Club  
2.50 p.m. - 'ROOM FOR DEVELOPMENT' George Oldham, Chief Architect, Barratt Developments  
3.30 p.m. - Coffee  
3.50 p.m. - 'THE SWEDISH GOLF FEDERATION AND THE SWEDISH GREENKEEPERS ASSOCIATION IN A PROSPEROUS CO-OPERATION' Lennart Poignant, President of the Green Committee, Swedish Golf Federation. Stig Persson, President of the Swedish Greenkeepers Association.  
4.30 p.m. - 'THE EVOLUTION OF PUTTING GREENS FROM SOIL TO SAND' James M. Latham, Jr. United States Golf Association Greens Section  
5.10 p.m. - QUESTIONS TO THE PANEL

### COMPANIONS PROGRAMME:

Depart by coach from College at 1.30 p.m. to Windsor Castle for tour of Castle and afternoon tea. Return to College by 5.30 p.m.

Saturday March 31

The President of BIGGA, The Rt. Hon. Viscount Whitelaw, C.H., M.C. will be joining delegates during the luncheon period.

9.00 a.m. - 'MANAGING A SURREY CLUB' Ian McMillan, Course Manager, Hankley Common Golf Club

9.40 a.m. - 'MANAGING A SURREY CLUB' continued John Harris of the Green Committee, Hankley Common Golf Club

10.20 a.m. - 'THE GOLF COURSE IN HARMONY WITH NATURE' J. Dudok Van Heel, Golf Course Architect, Belgium

11.00 a.m. - Coffee



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# FROM HEAD OFFICE

**11.20 a.m.** - 'COMPARITIVE MANAGEMENT PRACTICES: APPRECIATING DIFFERENT APPROACHES' Gerald Faubel, President, Golf Course Superintendents Association of America

**11.50 a.m.** - 'THE GREENKEEPER AND THE RULES OF GOLF' John Glover, Rules Secretary, Royal & Ancient Golf Club of St. Andrews

**12.30 p.m.** - QUESTIONS TO THE PANEL

**12.50 p.m.** - Lunch

**2.00 p.m.** - 'INTERNATIONAL GOLFERS CLUB PRESENTATION' Christopher Williams, International Golfers Club

**3.00 p.m.** - 'WHY THIS YEARS PROGRAMMES DETERMINE NEXT YEAR'S QUALITY' Donald B. White, Professor Turfgrass Science, University of Minnesota

**3.40 p.m.** - Coffee

**4.00 p.m.** - 'GOLF BEFORE THE GREENKEEPER' David Hamilton, Surgeon and Historian

**4.40 p.m.** - 'COMMON PROBLEMS FACING THE AGRONOMISTS' Jeff Parris, Sports Turf Research Institute

**5.20 p.m.** - QUESTIONS TO THE PANEL

#### COMPANIONS PROGRAMME:

Depart by Coach from College at 9.00 a.m. for guided tour of London

including Victoria and Albert Museum, Hyde Park, Buckingham Palace, Parliament Square, Westminster Abbey, Theatreland, Fleet Street, St. Paul's Cathedral, Tower of London, Stock Exchange and Bank of England. Shopping at Leisure. Pick-up at 4.00 p.m. for return to College.

#### Sunday April 1

**9.15 a.m.** - 'GREENKEEPING AND OUR HARSH CLIMATE' Sydney Arrowsmith, Course Manager, Royal Portrush Golf Club

**9.55 a.m.** - 'IRRIGATION STANDARDS AND THE GREENKEEPER' Robin Hume, British Turf Irrigation Association

**10.35 a.m.** - Coffee

**10.55 a.m.** - 'GREENKEEPING IN THE DESERT' Barry Carter, Greens Superintendent, Emirates Golf Club

**11.35 a.m.** - 'CHANGING GOLF IN BELGIUM' David Singleton, Course Manager, Belgium

**12.15 p.m.** - 'BRITAIN — MID-AMERICAN CLIMATES — DO OUR MAINTENANCE PRACTICES COMPARE?' James M. Latham, Jr. United States Golf Association Greens Section

**12.55 p.m.** - QUESTIONS TO THE PANEL

**1.20 p.m.** - SUMMING UP

Paddy McCarron, Chairman, BIGGA

**1.30 p.m.** - Lunch

#### COMPANIONS PROGRAMME:

Depart by coach from College at 8.30 a.m. to Petticoat Lane market. Return at 12.00.

BIGGA wishes to thank IGC for its generous support enabling us to present the Second National Education Conference.

IGC and BIGGA are currently working together on various projects aiming to improve the standards of greenkeeping through education at all levels and so enhance the game of golf.

IGC provides a totally new concept in European Golf Course Management, incorporating a highly sophisticated computer system. Improved efficiency and profitability is guaranteed but equally important, their complete range of ancillary services means that your club can progress confidently into the next decade. Their literature will be available for conference delegates and there will also be a presentation of the system by IGC. Again, we would wish to thank IGC for their support of this conference and all the other areas of assistance they are providing to BIGGA and European greenkeeping overall.

● For full programme and application form please contact the Executive Director, BIGGA, Aldwark Manor, Aldwark, Alne, York, North Yorkshire, YO6 2NF. Telephone: 03473 581/2. Fax: 03473 8864.

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