

AROUND THE GREEN

NORTHERN REGION

THE Autumn work is now well under way with slitters, hollow-tiners and verti-drainers going like the clappers.

Headingley Golf Club was our last venue of the golf season. Everybody enjoyed the day as always and our sincere thanks to head greenkeeper Peter Blacker and his staff for their hard work, the caterers for an excellent meal, members of the trade who donated prizes and last but not least Headingley Golf Club from allowing us the courtesy of the course.

Good to see Mick Bryant home from France but moving out of the country is Mick Hegarty, former Moor Allerton man, who is Germany bound. Best wishes and good luck.

I am writing this having just returned from the ISEKI National Tournament at Moor Allerton. Northern section member Edwin Walsh picked up first prize in the first division but failed to retain the overall winners prize.

The Northern region did win the team prize and £500 for regional funds. Northern section members in that team were Edwin Walsh, Dave Collins and Mick Hannan. The hospitality shown by Iseki was tremendous and thanks go to them for the support they give to BIGGA.

Don't forget our Winter lectures and please ring me to book the Christmas golf and the trip to Ransomes.

Two of our reps moving around are Alan Hullah striking out on his own with Greenkeeping Services. Also changing companies is Steve Burroughs who has moved from GEM to horticulture and amenity specialists N. Hutchings Ltd. Good luck to you both.

News reaches me of the retirement of a former chairman and secretary of our section John Scott of Wetherby G.C. On behalf of the section we all wish you a long and happy retirement.

BOB LUPTON

SOUTH COAST SECTION

I am indebted to Joe Burdett for the following notes on the Section's Autumn Tournament, played at the Isle of Purbeck Golf Course, on Thursday, October 5.

The weather forecast was

forever true, and the morning round was played during much needed rain, but unwelcome for our tournament - the afternoon round was played in much nicer conditions.

A 'field' of 47 players took part in the event sponsored by Roffey Brothers Limited and Frys of Gosport - and the prize table was a credit to their interest in golf greenkeepers.

J.T. Lowe Limited put up two bottles of Champagne for the longest drive on the 2nd hole, which was won quite convincingly by Mark Webb of Alresford with a drive of some 292 yards.

Synchemicals/Vitax put up a bottle of whisky as first prize in the draw, which was organised by Ian Greenfield during the evening meal.

Eric James officiated on behalf of Ken Lodge, who was unable to be present, and thanked the Host Club Directors for their generosity in permitting the Courtesy of the Course to the Greenkeepers, to the Co-Sponsors Roffey Brothers Limited and Frys of Gosport for their generosity in providing the prizes on display (Peter Hampton of Roffey Brothers further supplemented the prize table with 2 navy jumpers).

Mr James then requested the sponsors to present the prizes and sweeps to the winners:

Overall winner 36 hole four-some/greensome points. The

Trophy and a pair Crystal Rose Bowls: Bernard Emberley and Paul Hector, Knighton Heath; 64 points.

Runners-up - pair leatherette writing cases: Mark Diment and Derek Cheetham, Knighton Heath; 58 points. Third - pair 12 piece China Coffee Sets: Charles Burke and John Walker, Boscombe: 56 points.

Surviving best scores morning foursome points. Joint winners - pair navy blue jumpers: Dave Norman and Alan Mousley - Isle of Purbeck; 30 points - pair 'waisted' crystal tankards: Adrian Panks and Eric Jennings - Dowstairs; 30 points.

Surviving best score afternoon greensome points - pair 'straight' crystal tankards: Bob Walker - Boscombe and Joseph Burdett - Brokenhurst Manor; 34 points.

Congratulations to Joe and his partner, Bob Walker, for each winning a crystal tankard in the afternoon greensome points.

The section's turkey trot on Wednesday, 6th December at the Royal Winchester Golf Club. The fee is £12.00 per person with 18 hole stableford format. Teeing off is from 10.30 a.m.

Applications to play to Joe at 948 Castle Lane East, Bournemouth, Dorset, BH7 6SP. Telephone: 0202 483017.

BOB DENNIS

AYRSHIRE SECTION

EVERYONE got stuck into repair work after an exceptional amount of play this past summer.

Summer does seem a long way off though because of the drastic weather this month, which was epitomised by the British Assistants Championships at Turnberry when flooding stopped play on the first day, then gale force winds arrived causing all sorts of problems with balls blowing off greens, and one instance of the referee having to be called after a short putt was given, then the ball being blown into the hole before it could be picked up.

The ruling was that the concession stood.

One new appointment in the section this month sees **Bob McKay** arriving as Head Greenkeeper at St Nicholas via Dumfries and County then Douglas in Cork.

Congratulations are in order to Chris Kennedy on his appointment as Golf Course Manager at Wentworth.

DUNCAN GRAY

SOUTH WEST SECTION

THE annual match against the Welsh Section at St. Pierre ended in a diplomatic half. Hearty congratulations to the match captain Adrian Stiff for bringing the team through the season unbeaten. The first time this has been done in the last five years.

Ten greenkeepers from the South West recently attended a one day course on the FEPA (Pesticides) Foundation module. Another such course could easily be arranged at Cannington College if sufficient numbers come forward, greenkeepers do not necessarily have to be Association members to attend this one.

Two dates for your diaries:

Christmas competition and luncheon, Weston Super Mare G.C. on 14th December.

New Year's Meeting, Bath Golf Club, Sham Castle, Bath, 18 holes morning and tour of course for non-players then lunch followed by afternoon speakers. This is on January 10. In the event of the course being closed by snow the afternoon lectures will still go ahead. We look forward to full support.

PAUL WORSTER



One of the new greens at Dalmling golf course.

LETTERS TO THE EDITOR

THANK you for the excellent two days I spent at Aldwark Manor.

I am sure that I can speak for the other lads in saying that we were treated like five star guests.

Everyone was so kind, helpful and reassuring, especially for the interviews which I thought were conducted in a superbly relaxed way.

I've come back from Aldwark with more confidence about myself and our profession, and feel I can now see the way ahead. With the help of BIGGA behind us the future looks really exciting.

Could you please extend my thank you to the other BIGGA and Toro representatives for such a rewarding two days. It was such a good feeling being part of a group of people so professional and being treated as an equal.

Good luck for the future in your superb new headquarters.

Guy Woods,
Daffords Building,
Larkhall, Bath

WRITE to you concerning my recent visit and consequent success in the Toro Scholarship award at Aldwark Manor.

I would first of all like to convey my sincere thanks to all the BIGGA team who were involved in all the organisation of this highly successful event.

A lot of hard work and dedication must have gone in to organising everything and it was all done with the upmost professionalism.

It is a great pity all the nominees could not have gone to Amhurst.

I am looking forward to my trip immensely and will do my best to represent the BIGGA and the young greenkeepers of Great Britain.

Mark Proctor,
The North Lodge,
Cobblers Cross,
Tarpoley, Cheshire.

WOULD like to thank all concerned who were involved in the Toro Young Greenkeeper of the Year

awards, which turned out to be a very successful and well organised few days.

I found the four days spent there enjoyable and relaxing and am sure that I have benefitted from the exhilarating experience and again send my thanks to all concerned.

Simon Fearnley,
94a Kingston Road,
New Malden, Surrey.

Thank you lads for the thanks! It is great to know that Mark, Guy and Simon took time to sit down and express their gratitude.

I am writing to comment on your recent article on "nitegolf". As the company I work for has become the U.K. importers for this product I feel I am worthy to comment on this subject.

One of our directors saw the potential of "nitegolf" in America whilst on a trade show trip to Orlando, he brought the idea back with him to England. He could see the possible "fun" side of this type of golf.

The first showing of the idea was at a competition we held for charity, teeing off at 8 p.m. Sixty competitors took their places for a Texas Scramble start. For the first competition the response for people to play was terrific. The game was played for fun and everybody really enjoyed themselves, all asking when the next one was to be held.

The possibility of marketing this product was seriously looked into as the response was so good. A package was devised and information was sent to every club. A lot of clubs from all over the country took this offer up, some of them were so pleased with their first matches that they have re-ordered and played several more.

To date we have had some 25 nitelite matches at Wexham all of them a success. If the event is properly organised there should not be any accidents.

As regards the "extra work" for the greenstaff, I can honestly say that the only operation my staff have to do is to dig a small hole for a rocket launcher firework tube to go in (which we do not use anymore) and to pick up some of the old lightsticks, which are attached to the flagpoles.

The competitions can be run so easily now that the profes-

sional has passed the organisation of them to some of his junior staff.

I do not believe in pampering a golf course and our type of course is there as a commercial venture and making money is the name of the game. That is what we try to do. The extra wear and tear is very minimal. As all of my staff receive an incentive bonus based on the green fee takings they are not, or would not be, bothered about any work they may be called upon to do for a nitelite competition. And we charge a green fee even if it is pitch black.

I have been trying to persuade our local committee to hold a nitelite match at our club for the past year, but to no avail. Believe me it is a great fun evening out.

If anybody is interested in trying it out at their club or for a bit of fun at a BIGGA evening do not hesitate to contact me on 0753 662122.

Roy Kates
The Junipers
Elizabeth Park
Wokingham
Surrey

CONGRATULATE you on your excellent magazine. As a proud member of BIGGA's growing international membership I know my colleagues will be happy to assist. In Sweden we have 260 Head Greenkeepers. In all there are 500 members of the Swedish Greenkeepers Association.

Stig Persson
Chairman
Swedish Greenkeepers Association



GREENKEEPING MANAGEMENT welcomes letters, comments and views from readers. Letters should be addressed to The Editor, Greenkeeping Management, Spencer House, Market Lane, Swalwell, Newcastle upon Tyne, NE16 3DS.

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STEWARTS

AT THE HEART OF TURF MANAGEMENT

ON THE COURSE

CHRIS KENNEDY - ON COURSE FOR WENTWORTH

TOP JOB FOR TOP MAN

NEXT time you curse when you come across a green which has just been turned into a giant sieve by the holocoring antics of the greens staff, think of an egg. So says Chris Kennedy of Hagsgs Castle, who has just been successfully head-hunted for the top greenkeeper's job at Wentworth. His philosophy might be called *The Omelette Syndrome*.

Another success for a 'BIGGA' and better man

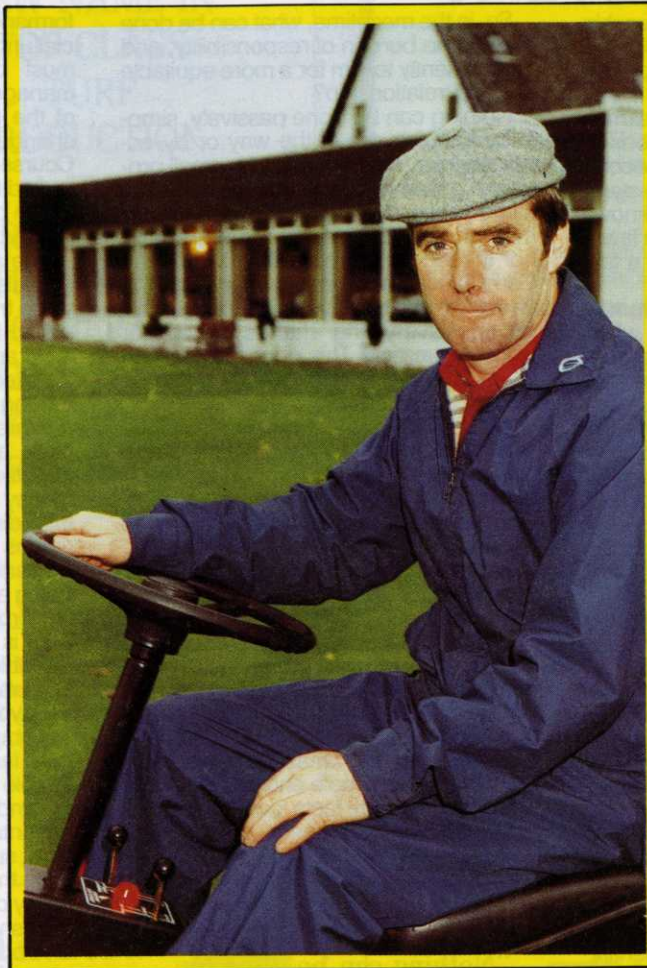
Kennedy, 42, a pioneer of an enlightened era of course management, was one of Scotland's first batch of fully qualified greens staff. "The job is a science, an art, and a way of life - you have to enjoy it or you would never work the ungodly hours." Cookery doesn't come into it, but the analogy is worth examining.

"It is impossible to make an omelette without cracking eggs," he explained. "Maintaining golf courses is like that. Sometimes you almost have to destroy an area to put it right. Golfers do not always understand that, especially when they are entertaining guests. They do not enjoy greens which have been subject to holocoring, top dressing, or slit tining, but they are necessary evils, believe me."

While a few eggs still need cracked from time to time at Hagsgs, members there more often have a cordon bleu course on a plate. In comparison, a big basket awaits him at Wentworth, where a plan had been drawn up to restore the complex to its revered condition of eminence.

He will set up home there with his wife Joan and seven-year-old daughter Suzanne, and begins in February after 20 years' work at Hagsgs, starting under the guidance of Tom Wemyss, and previously at Cowglen, where his mentor was Jack Murray.

Kennedy's views are particularly valuable as his move comes when a discussion document, *The Way Forward*, heavily criticising standards of British greenkeeping, has just been released by the Royal



Chris Kennedy - on course for Wentworth

and Ancient Golf Club to help fund improvements.

One point made is a need for further education of greenkeepers - a subject close to the heart of Kennedy, who, in addition to his duties as course manager at Hagsgs, is Scottish Region Administrator of the British and International Golf Greenkeepers' Association, a position he also will vacate. "We are leading from the front, but it will take time and we need cash assistance. In this respect we are delighted that the R & A are giving us financial support and guidance."

He believes Scotland is a decade ahead of England in educating greens staff, qualifications having been introduced in 1966. Students receive tuition in horticulture, mechanics, biology, chemistry and mathematics.

Courses for greens staff are now in place at five Scottish colleges - Elmwood (Cupar), Langside (Glasgow), Ayr Technical, Dundee Technical

and Oatridge (Edinburgh). His association, along with delegates from colleges and the Scottish Golf Union, forms the Scottish Greenkeepers' Training Committee, who draw up curricula.

One worry for him is salary levels for greens staff, which he feels must be improved to attract and keep the right people: "The rewards on the Continent are far greater," he points out. The R & A document also urges firmer, faster, and truer greens, and mud-free fairways, aspects he regards as sound but difficult to put into practice because of individuality of courses and budget limitations.

However, further education of greens conveners is a recommendation with which he disagrees, and he is concerned also about the lack of continuity for "well-meaning amateurs put in a terrible position for a period of one to three years." Frequently volunteers, they are not spared - even by their friends - if the course is in poor condition, and he adds:

"Then, by the time a good working relationship is established with the greens staff, their period of office is over and it is someone else's turn.

"Private clubs are not businesses, they are run for members, which is good in some ways but the management committee does change. I would rather see the role of greens conveners become one of liaison between the permanent greens staff, responsible for the condition of the course, and the committee."

Kennedy's experience in the 1972 reconstruction of the Hagsgs course under the direction of Dave Thomas and Peter Alliss was important in his being chosen by Wentworth, where a new South course is being constructed, the architecture being done by John Jacobs, Gary Player, and Bernard Gallacher.

He explained: "The new course is a super layout in beautiful golfing country which has been cut out of trees, and there is much overseeding and renovation work to be done. The other two 18-hole courses have suffered because of dry weather and are in a rundown condition. And with two big televised tournaments, the pressure on the course of the crowds from feet alone is great.

"Mr Willy Bauer, the chief executive, has very positive ideas about what is going to happen to put it back at the No. 1 inland complex in Britain."

Kennedy will be in charge of a greens staff of more than 30, similar to Augusta National, but with three and a half courses to attend to. It is still much bigger than at Hagsgs, where he has a staff of six, plus two YTS employees.

He said: "One of the nice things that has happened in my time at Hagsgs is the number of young men I have trained who have gone on to become head greenkeepers themselves and who have called me to say thanks - and that they are now passing on the same lessons to their own staff." Among his proteges are the top greens men at Bothwell Castle, Renfrew, Dumfries & County, and others in England and Ireland - eggs which have hatched as he moves on to a new and bigger nest.

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The Glasgow Herald

SPORTS TURF RESEARCH INSTITUTE

WORKING WITH THE CHAIRMAN OF GREEN

A SUCCESSFUL working relationship comes from understanding the other man's problems and making sure he understands yours.

A club member becomes the Chairman of Green for many and varied reasons – it may be a vital stepping stone to becoming Captain; he may be asked to stand because the Captain thinks he knows about growing plants or has a nice lawn; he may be bullied into the job by a few disaffected pals.

Whatever the reason, the common thread is that he knows nothing whatsoever about turf or its management. If he accepts this, then he can be helped through his term of office without any more acrimony that can exist in any working relationship.

Either way, the Chairman of Green is elected on the basis that he will direct and motivate course management to the highest standards for the least possible financial input. While in providing funds for the course, he has, in addition, to compete with the requirements of all the other Chairmen which make up the General Committee, all wanting the lions share of a limited pot. This throws up the first big hurdle, if the Chairman of Green does not understand turf management how can he argue effectively against demands for expenditure which is readily understandable – new carpets/curtains, roofing repairs, nicer tiles in the locker room?

Then within the budget achieved he has to allocate priorities between expenditure on the course on readily understandable items (tree planting, flowe beds, digging a lake), expensive but essential treatments which have less obvious benefits (e.g. top dressing) and whatever magic solution to all golf course ills which is in vogue and has transformed the course down the road (“it looked wonderful when they has the Pro-Am, why can't our course look like that all the time?”).

Then the final blows to compound the confusion (concussion?) are delivered every time the man steps into the Clubhouse or tries to get some value from his own subscription by actually playing the course. Complaints, suggestions, hints and outright aggression can be virtually continuous, often coming from the same group of 30 or so which exists in any members clubs, usually representing low handicappers and/or senior members whose arguments are difficult to counter at the best of times.

With all these problems associated with an organisation the Chairman will have joined for pleasure or relaxation, it is little wonder his reaction is often to put pressure on the Greenkeeper, who normally is the **only** person at the club who knows what turf management is about, simply to take some of the weight off his own back. The fault lies in the system rather than the individual, but while the movement to change the committee system is growing, essentially it is going to take a long time for the evolution to professional (not Golf Professional) course management to filter through the system.

So, in the meantime, what can be done to ease the burden of responsibility, and consequently to aim for a more equitable working relationship?

Nothing can be done passively, simply by keeping out of the way or by acquiescence. All this leads to is small problems growing into large ones. By the same token nothing is to be achieved through bloody-minded confrontation, nor indeed by the belief that the Green Committee should accept everything the Greenkeeper tells them in gospel, and provide everything that is asked for without question. This does not happen in any working situation whether it be on a golf course or not.

Active development of a working relationship with the Chairman of Green and his Committee comes through provision of usable information, i.e., in a form which is understandable both technically and financially.

And if this usable information can be backed up with an independent viewpoint, so much the better.

Simple measurements are a primary issue here, as figures are so much more convincing than are subjective opinions given to a Chairman and in turn to his Committee, then beyond that to his fellow club members. Measurements and records can be simple and easy to make note of, and with facts concerning the course to hand, arguments can become irrefutable.

“Nothing can be done by acquiescence . . . nor by bloody-minded competition”

For example, how many know the precise area of mown turf, or the area of sand on a course? Such figures are as essential in preparing budgets as they are in applying effective sprays, or indeed in calculating the necessary number of man-hours per week to keep management ticking over.

Are temperature and rainfall measurements taken? And is soil moisture availability checked routinely during spells of dry weather? Are records kept of when, how, by whom, in what time, and with what effect, for long-term reference? Is information on machinery usage, settings, servicing, repair costs kept up to date?

These are just a few points among many which can be compiled in routine reports on the golf course, which can be tied in with measurements and impressions of the condition of the turf itself (turf quality, green spread, thickness of thatch, depth of rooting, proneness to ponding, etc., etc.) and what action needs to be taken to alleviate prevailing and potential problems.

Such a presentation of information in the widest sense on all aspects of “per-

formance” is routine matter in a commercial undertaking, and similar approaches must be applied too to golf course management if we are to see the status of the man in charge of the course to change from Head Greenkeeper to Course Manager other than in name only, and to bring with this change an elevation in professional respect from the golfing public as a whole.

The availability of this sort of information also helps greatly in getting most value from outside back-up. That is, people to be used for supply of specialist facts and figures – the agronomist, the architect, or the ecological consultant, among others.

Whilst some resist their invitation to a club, at the end of the day this is a negative attitude because they save time, money and blood pressure, by serving to take discussion and debate outside the realms of Clubhouse politics. They have no particular axe to grind at any one club. Being able to reply to any criticism by saying professional advice has been taken and is being implemented is just as valuable to the Greenkeeper as it is to the Chairman of Green.

Beyond the short-term value of impressing employers by being able to present hard facts and figures, and by taking the trouble to measure progress and efficiency, and using outside advice to the best advantage of self and the course, longer term, such information is invaluable in forming the basis for a course management policy document. This is something every club should have, covering every aspect of work on the green, over periods of several years at a time. If voted into the club's constitution, then the swings and roundabouts of constantly changing committees can be circumvented, bringing in vital long-term continuity.

Such documents are only produced if interest and enthusiasm can be generated through committees, because they involve a lot of hard work for a few. But once instilled within the structure of the club's management, setting standards and making provision for meeting those standards becomes a responsibility which cannot be overturned by demands which ultimately cause a staggering from one crisis to the next even bigger crisis. Such an approach is still all too common.

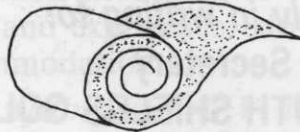
Working with as well as for the Chairman of Green to the general benefit of the course can only benefit one's career in greenkeeping in the long term.

But still it has to be accepted that some Chairmen will never give way to the validity of anything they do not want to agree too, and at the end of the day these people are in charge and have to have their own way – good or bad. It is to be hoped that the current tide of change encouraged by the R & A and the Golf Unions will create a situation where these few become an ever-declining number, and a positive working relationship can be developed at every club.

David Stansfield, STRI Golf Unit.

CUCKMERE VALLEY TURF FARMS

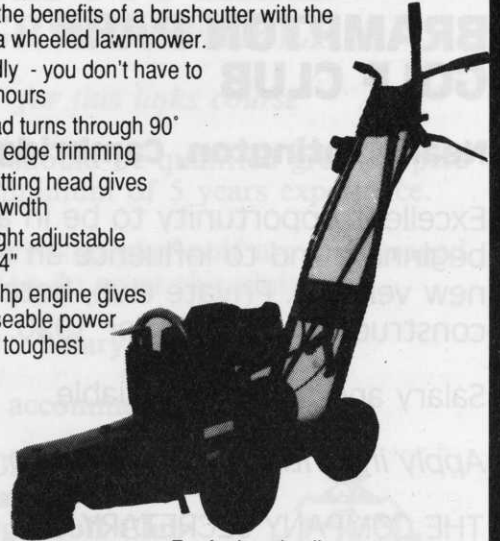
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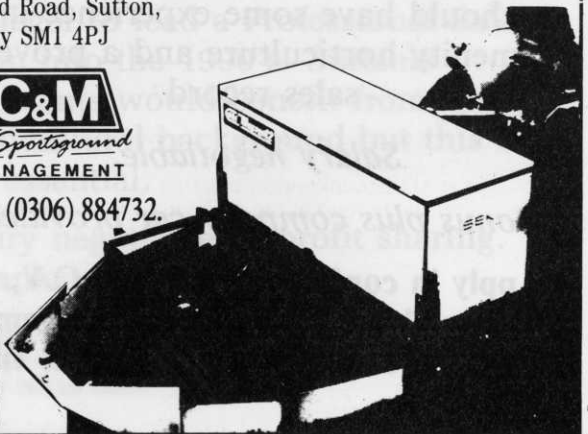
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An opportunity exists for an experienced and fully qualified

Head Greenkeeper

Applicants should have National Certificate in Greenkeeping and have a sound knowledge of modern greenkeeping methods, including maintenance of machinery and irrigation systems.

- Salary negotiable.
- Short term accommodation may be arranged for successful applicant.

THIS IS AN OPPORTUNITY TO JOIN A PROGRESSIVE CLUB AND TO LEAD AN ESTABLISHED GREENKEEPING STAFF INTO THE NINETIES.

Applications and C.V. to:

The Manager
Lee-on-the-Solent Golf Club
Brune Lane,
Lee-on-the-Solent,
Hampshire, PO13 9PB



FOUNDED 1905



THE OFFICIAL PUBLICATION OF THE
BRITISH AND INTERNATIONAL
GOLF GREENKEEPERS ASSOCIATION

1990 BIGGA GREENKEEPER MEMBERSHIP PACKAGE

BIGGA offer a comprehensive membership package for greenkeeper members. The full range of services and benefits is in line with a progressive professional Association. Full details are available from Headquarters Office on request, but the package includes:-

- (i) Monthly copies of Greenkeeping Management — the Association's official publication.
- (ii) The annual Journal and quarterly Bulletins of the Sports Turf Research Institute.
- (iii) Full Legal Advisory Service, including personalised card.
- (iv) Full Employment Cover.
- (v) Full Personal Injury Cover.
Pursuit of civil claims by the Insured for damages, specific performance or injunction arising from or out of
 - (a) A contract of employment.
 - (b) Death or personal injury of the Insured from any cause.
- (vi) Beneficial Insurance Options in respect of Car, Home — Building and Contents, and Vehicle Breakdown.
- (vii) BIGGA Enamelled Lapel Badge.
- (viii) BIGGA Membership Card.
- (ix) Use of Placement Referral Scheme.
- (x) BIGGA car badge sticker and golf bag tag.
- (xi) Personal Accident Cover, providing capital sums for: Death (£5,000), loss of use of one or more limbs and eyes (£5,000), permanent total disablement lasting 104 weeks at the end of which being beyond hope of improvement (£5,000).

However, a most attractive feature of the negotiated scheme will enable members suffering temporary total disablement in excess of seven days to 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.

INTERNATIONAL MEMBERS — All items in the package are available to members both in the Republic of Ireland and internationally with limitations on items (iii), (iv) and (v). The personalised 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.



BIGGA 1990 GREENKEEPER MEMBERSHIP APPLICATION FORM

(not to be completed by 1989 members)

(PLEASE COMPLETE FULLY IN BLOCK CAPITAL LETTERS)

FULL NAME..... NAME OF EMPLOYER.....
HOME ADDRESS..... ADDRESS.....
.....
COUNTY..... POSTCODE..... COUNTY..... POSTCODE.....
TELEPHONE..... TELEPHONE.....
DATE OF BIRTH..... POSITION HELD.....
PERSONAL QUALIFICATIONS..... DATE OF APPOINTMENT.....

I HEREBY APPLY FOR MEMBERSHIP OF THE BRITISH AND INTERNATIONAL GOLF GREENKEEPERS ASSOCIATION AND AGREE TO ABIDE BY THE CONSTITUTION AND RULES OF THE ASSOCIATION

SIGNED..... DATED.....

SUBSCRIPTIONS ARE NOT TO BE SENT WITH THIS FORM BUT WILL BE INVOICED SEPARATELY.

FEES PAYABLE WILL BE:

Deputy Course Manager/Deputy Head Greenkeeper.....£33.00
20 Years of Age or Under.....£20.00
Course Manager/Head Greenkeeper.....£36.00
First Assistant/Assistant Greenkeeper*.....£31.00
International Members - All Greenkeeping Staff.....£48.00
*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.

REF.—G.M. 12/89



BIGGA 1990 ASSOCIATE/COMPANY MEMBERSHIP APPLICATION FORM

(not to be completed by 1989 members)

PLEASE COMPLETE FULLY IN BLOCK CAPITAL LETTERS:

FULL NAME..... NAME OF COMPANY (where applicable):.....
HOME ADDRESS..... PREFERRED MAILING ADDRESS.....
.....
COUNTY..... COUNTY.....
POSTCODE..... POSTCODE.....
TELEPHONE..... TELEPHONE.....
CATEGORIES OF MEMBERSHIP:
ASSOCIATE/COMPANY £50.00 (includes 1 year's subscriptions to 'Greenkeeping Management')
CORPORATE (10 or more) £500 maximum. Add £20 for each additional member requiring a magazine.
POSITION.....

I HEREBY APPLY FOR MEMBERSHIP OF THE BRITISH AND INTERNATIONAL GOLF GREENKEEPERS ASSOCIATION AND AGREE TO ABIDE BY THE CONSTITUTION AND RULES OF THE ASSOCIATION.

I wish to join as a member and enclose my cheque as indicated above in the sum of £.....made payable to BIGGA. A receipt will not be issued unless specifically requested.

SIGNED..... DATED.....

PLEASE NOTE THAT ASSOCIATE/COMPANY MEMBERSHIP IS ON AN INDIVIDUAL BASIS

REF.—G.M. 12/89



BIGGA UK SUBSCRIPTION ORDER FORM

Please check the appropriate box for each category

- How did you receive this issue of GM?
 - 1. It is part of my BIGGA membership benefits.
 - 2. I am a subscriber.
 - 3. This issue was given to me by a member or subscriber
 - 4. This issue was sent to me by post.
2. Type of facility
 - A. Private golf course
 - B. Municipal golf course
 - C. Hotel/Resort golf course
 - D. Park
 - E. Sod Farm, Nursery
 - F. Manufacturing
 - G. Business
 - H. Other
3. If at a golf course, number of golf holes
 - 1. 9 hole
 - 2. 18 hole
 - 3. 27 hole
 - 4. 36 hole
 - 5. Other
4. Please find enclosed my cheque for £21.95 made payable to "GREENKEEPING MANAGEMENT"

Signature..... Date.....

Please complete all the above questions

Please invoice me/my company

My Mastercard/VISA number is
[] []

Please advise me on how I can receive extra copies at discounted rates

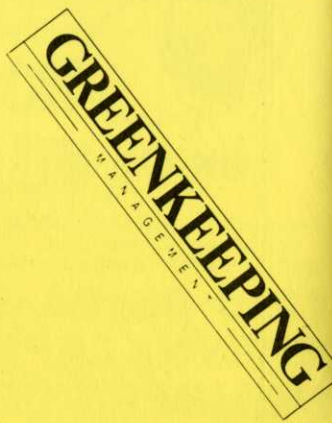
FIRST NAME	SURNAME
TITLE	
COMPANY OR COURSE	
ADDRESS	
CITY	POSTCODE
WORK PHONE	

REF.—G.M. 12/89

BUSINESS REPLY SERVICE
Licence No. NT 1638

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GREENKEEPING MANAGEMENT
SPENCER HOUSE
MARKET LANE
SWALWELL
NEWCASTLE UPON TYNE
NE16 3DS



Don't be **GREEN** take this opportunity
now for **KEEPING** a tight grip on your company's profits
Show your **MANAGEMENT** skills by buying this space.
Tel: Bill Lynch on 091 496 0003.

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GREENKEEPING MANAGEMENT
SPENCER HOUSE
MARKET LANE
SWALWELL
NEWCASTLE UPON TYNE
NE16 3DS

BUSINESS REPLY SERVICE
Licence No. NT 1638

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GREENKEEPING MANAGEMENT
SPENCER HOUSE
MARKET LANE
SWALWELL
NEWCASTLE UPON TYNE
NE16 3DS



Golfclub Grevelingenhout

A new course, country location, 30 miles south of Rotterdam. 18 holes Championship length and 9 short holes. Opening in 1990

REQUIRES AN EXPERIENCED

HEAD GREENKEEPER (Course Manager)

The initial task of the Head Greenkeeper will be to assist with the recruitment of the necessary staff and the purchase of machinery required for the maintenance of the course.

The Head Greenkeeper will be responsible for the maintenance of the course and machinery. He will also be responsible for the preparation and control of annual and capital investment-budgets. Ability to build and manage a new team is essential.

A house is available on the course.

Please apply in writing, with full C.V., photo and copies of educational achievements to:

The Committee of
Golfclub Grevelingenhout,
P.O. Box 28,
4310 AA BRUINISSE
The Netherlands



Haggs Castle Golf Club

GLASGOW – REQUIRE A

Greens Manager

With wide experience of all aspects of course management, construction work and control of staff, for this high quality busy golf course.

- House available if required.
- Attractive remuneration package and pension arrangement.

The successful candidate will be an important part of the management team, with Club Manager, Professional, and Secretary, with involvement in budgets.

Applications by 22nd December, 1989 must give a full detailed C.V. with particulars of previous experience, seminars and training courses attended, qualifications attained, and personal details, and should be sent to:

The Secretary,
Haggs Castle Golf Club,
70, Dunbreak Road,
Glasgow, G41 4SN



EXPERIENCED Head Greenkeeper REQUIRED

For new 36 hole championship golf venue with 180 bedroom hotel complex.

Near Bath, England

The course is presently under construction, with anticipated completion in Autumn 1990 and opening during 1991.

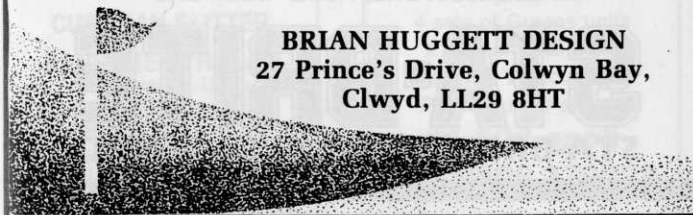
Applicants will have experience in all aspects of course maintenance, and the proper managing of the green staff required for a high quality golf complex, with full fairway irrigation system.

Only the highest quality applicants, with the necessary qualifications and experience need apply.

It is anticipated that the successful applicant will take up the post in early 1990.

Applications enclosing a full C.V. should be sent to:

BRIAN HUGGETT DESIGN
27 Prince's Drive, Colwyn Bay,
Clwyd, LL29 8HT



LEISURE SERVICES DEPARTMENT

Head Greenkeeper

Applications are invited from suitably qualified persons who have a sound knowledge of modern greenkeeping methods and machinery. Must be able to motivate staff, and maintain high standards of groundsmanship.

Salary £8,686 inclusive + £6.58 responsibility allowance. Presently under review to £9,714 inclusive. No accommodation available.

Job description and application forms from:
East Kilbride District Council, Parks and Cemeteries Manager, Civic Centre, East Kilbride, G74 1AB.

To be returned 14 days from appearance of this advertisement.

The District Council are an Equal Opportunities Employer.



DONALD J. LIDDELL
Chief Executive

MARKET DRAYTON GOLF CLUB
Shropshire
require a
HEAD GREENKEEPER

The course was extended to 18 holes in 1988 and is already acknowledged as one of the finest in the area. The ideal applicant will be 30-40 years of age, experienced in all aspects of greenkeeping and modern machinery, and possess the ability to lead and motivate existing staff.

Pay is negotiable. Applications in writing with CV to:
The Secretary, Market Drayton Golf Club,
Sutton Lane, Market Drayton, Shropshire.

Willesley Park Golf Club
LEICESTERSHIRE
require a

Deputy Head Greenkeeper

Applicants should be City and Guilds qualified or the equivalent, have a sound knowledge of modern greenkeeping methods including maintenance of machinery, with proven man-management abilities.

SALARY NEGOTIABLE

Applications in writing will full C.V. to:

The Secretary
Willesley Park Golf Club
Measham Road,
Ashby-de-la-Zouch
Leicestershire, LE6 5PF



LEADING LEISURE PLC
require a

Head Greenkeeper

To commence employment by 1st March, at the latest, on a new course nearing completion near Winchester, Hampshire. This 18 hole championship standard course designed by Dave Thomas Ltd. will compliment a luxury hotel complex development.

The successful applicant will have a minimum of 5 years experience as a Head Greenkeeper with a thorough knowledge in the use and maintenance of modern greenkeeping machinery.

The ability to manage and motivate staff is essential.

The salary and benefits package is negotiable depending on ability and experience.

Interviews will be held in early January.

Write with full C.V. to:

Mr. Bill Squires at
Dave Thomas Ltd.
Love Lane, Betchton,
Sandbach,
Cheshire, CW11 0TS

PONTEFRACT AND DISTRICT
GOLF CLUB

require a

HEAD
GREENKEEPER

Applicants must be experienced in course management, machinery maintenance and have the ability to lead and motivate staff.

The club intends to make an early appointment.

Salary by negotiation.

Accommodation available.

For an application form and further details, please contact

The Secretary
Pontefract and District Golf Club
c/o 24, Fair View,
Carleton, Pontefract,
West Yorkshire, WF8 3NU

TERRITORY SALES
MANAGERS

Grounds Maintenance Supplies & Sports Equipment

Around £15,000 plus Car OTE

STA-BRITE SUPPLIES LIMITED, the fastest growing supplier in the amenity turf care market, seeks 2 or 3 energetic Territory Sales Managers with proven track records of success in personal selling of grounds maintenance supplies in the southern counties of England. An attractive remuneration package including a high basic salary is offered to reflect the challenge of increasing the company's turnover substantially.

SALES OFFICE CLERK also sought, aged 22+ with experience of our industry and a good telephone manner.

All applications will be treated in strict confidence. Please write enclosing a detailed CV to:

Mr M J Lyons, Managing Director
STA-BRITE SUPPLIES LIMITED
Unit 7 Bessemer Park, Bessemer Road
BASINGSTOKE, Hants RG21 3NB

STA-BRITE
STA-BRITE SUPPLIES LIMITED