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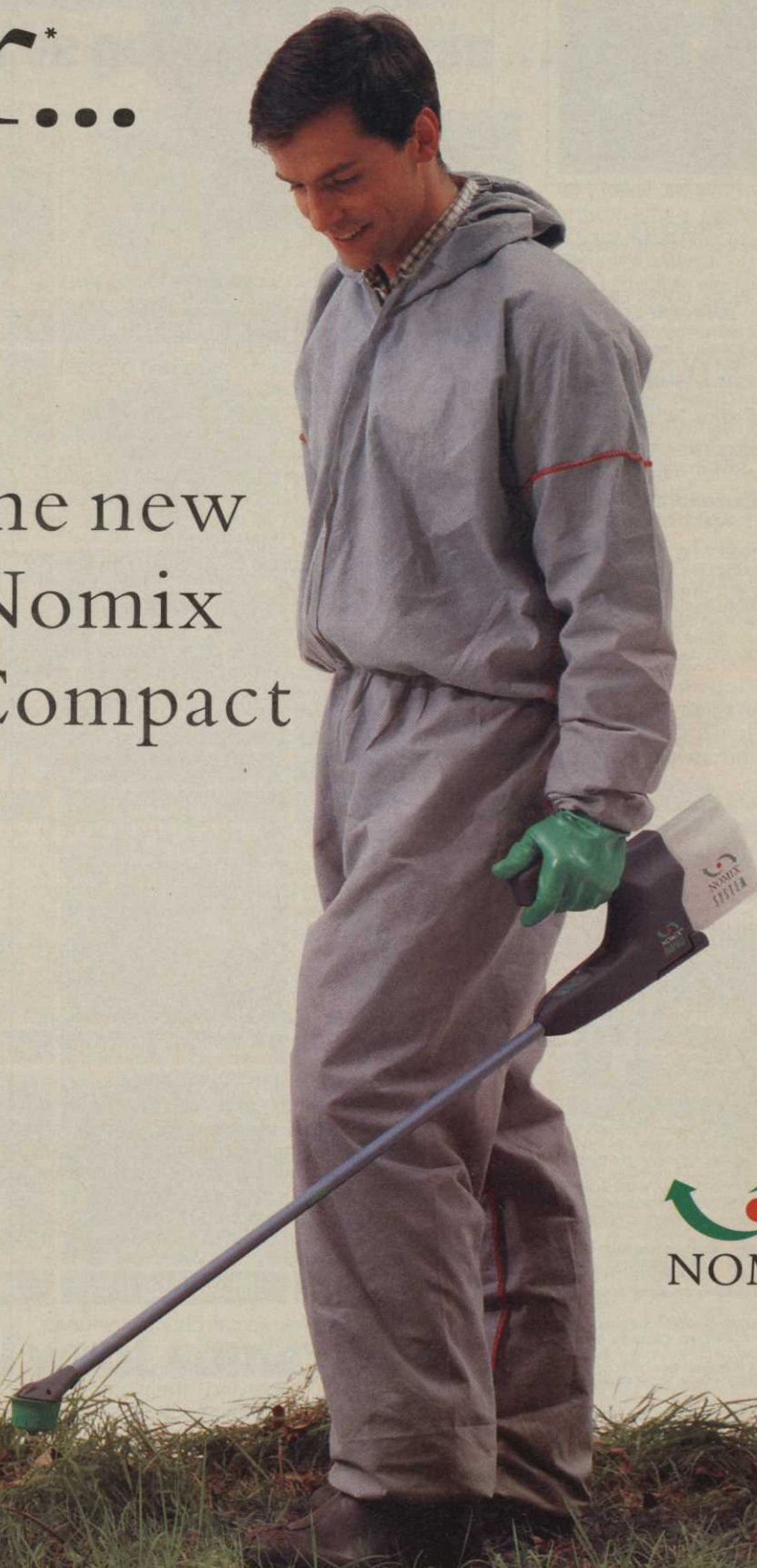
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Cover Picture: Our front cover picture shows a group of delegates against the imposing backdrop of the Egham venue for B.I.G.G.A.'s National Conference. See inside for a major photo special feature of the Conference.

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ISSN 0956-4519

In my view . . .

WITH
EDITOR
MIKE
McCLENNAN



COMING into a new and exciting post in a thriving industry, has already proven a revelation to me. In this, my first editorial for Greenkeeping management I would like to set out my aims and objectives to you, the members.

First and foremost, Greenkeeping Management is **your** magazine – it's a point I cannot emphasise strongly enough.

Without members' kind help and support a fair and accurate reflection of views cannot be given. So put pen to paper or pick up the telephone and **COMMUNICATE**.

I'll always be keen to talk and take on board all the major issues affecting greenkeepers today. I know from my relatively short time in the post just how many factors influence members lives. There are pluses and minuses in all jobs and I intend to highlight both in the months ahead, which brings me to my second point.

I see the magazine as playing a vital campaigning role. There are many anomalies and much injustice in the way members are treated and regarded within the industry.

Attitude and conditions need to change and change fast. Some clubs must be dragged, kicking and screaming if necessary into the twentieth century and made to adopt a more professional approach to their treatment of greenkeeping staff.

This has to be reflected across the board. In conditions of work, training, resources but perhaps above all in **PAY**.

I find it hard to believe how clubs can expect staff to survive on the miserable pittance many serve up.

It is a tribute to your dedication and professionalism that the standard of golf courses in this country is so high. Overplaying is a serious problem which must be addressed if our courses are not to be permanently destroyed by the insistence of members on using facilities to excess. Greenkeeping Management is determined to lead the battle on contentious issues. But extra ammunition is so vital. You the members can provide it – get in touch.

Working together we can change things for the better. Happy mowing!

P.S. I have had several complaints about members not receiving their copy of Greenkeeping Management. Obviously this is unacceptable and I am looking at our distribution service to see if the fault lies with us. However I would ask anyone, not receiving their magazine to contact their local post office and complain. The more complaints received the less likely the post office is to ignore grievances.

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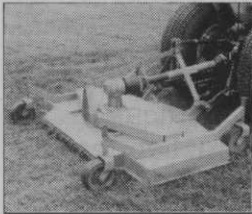
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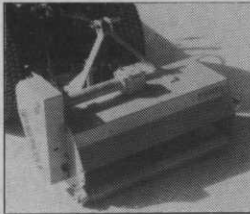
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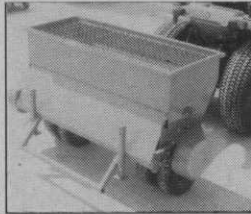
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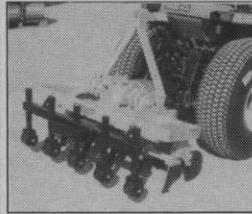
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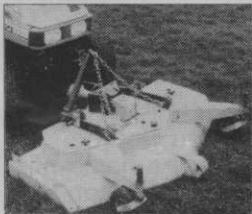
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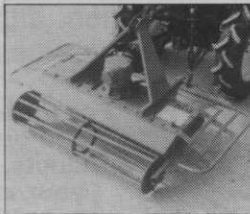
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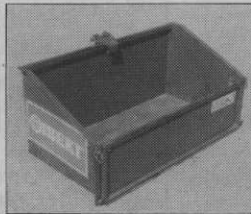
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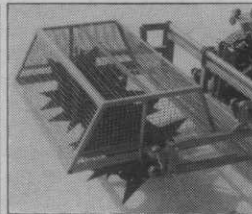
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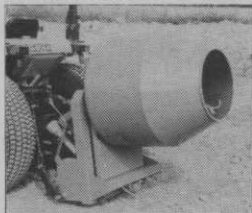
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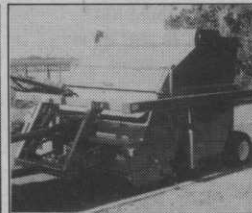
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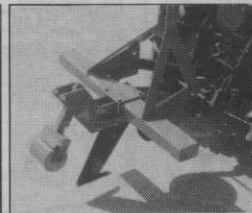
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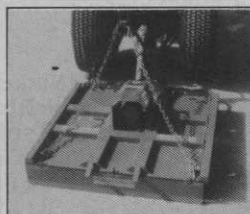
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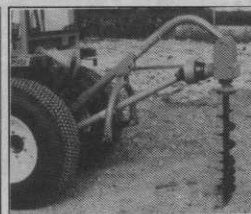
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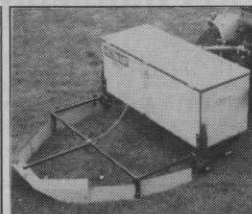
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ROTARY CUTTER



POST HOLE BORER



COREMASTER

...you'll want some of these

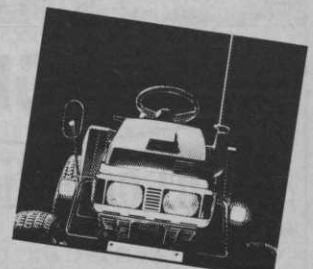
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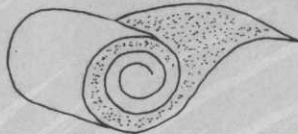
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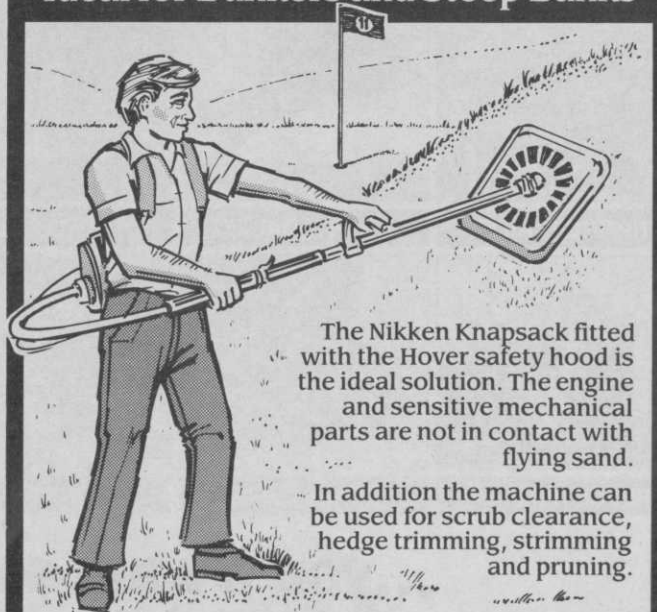
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GREENKEEPER CONSULTANCY INITIATIVE

THE BIGGA Greenkeeping Consultancy Service in association with the International Golfers Club (IGC) was launched at the BIGGA conference in Egham sponsored by the IGC. Jack McMillan became operational on April 1.

In parallel with the huge growth in the golf industry throughout Europe, Jack has got off to a "flying start". The first three days of action saw Jack out in France at Golf de la Lague, he has subsequently made three further visits at the request of other golf complexes in France and Switzerland.

The Initiative receives considerable interest from the Continent, and surprisingly has met few acute language barriers.

In mentioning languages, there are opportunities for English speaking trainee greenkeepers on the Continent to accompany Jack as an interpreter on future visits to their home countries. Aside from a small wage settlement, courtesy of IGC, invaluable experience can be gained in accompanying Jack.

Jack is also very busy offering advice to both new large multi million pound projects and indeed individual members clubs.

It is pleasing to see that every club Jack has visited to date has requested an ongoing series of visits.

Jack will be making visits to different regions in the forthcoming months, should you require further information on the above, please contact Samantha Flint at BIGGA. I would like to emphasise that the Initiative gives the STRI its full support and at every club visited, Jack encourages the employment of the STRI.

1990 NATIONAL TOURNAMENT GANTON GOLF CLUB 6th-9th AUGUST

ENTRIES are invited for the above event to be played over three days at the majestic Ganton Golf Club in Yorkshire.

A banquet will take place at the Royal Hotel, Scarborough on the Tuesday evening and the prize presentation will be held on the Wednesday, following completion of the third round at Ganton Golf Club.



Dr Beard

WORLD EXPERT AT BIGGA EXHIBITION

ONE of the world's leading authorities on turf – Dr James B. Beard has agreed to present a two-day workshop prior to the 1991 BIGGA exhibition in Harrogate.

The workshop is scheduled for either a January 21st or January 22nd start and is bound to create extensive interest and demand among members.

In fact BIGGA staff are already predicting over subscription at this early stage. The announcement guarantees huge crowds of greenkeepers in Harrogate –

good news indeed for companies committed to the Exhibition.

And yet a further incentive to companies not yet certain to take the plunge and participate in what looks like being the premier greenkeeping exhibition of 1991.

Further details of Dr Beard's workshop will appear in a later issue of Greenkeeping Management.

For further exhibition details ring organiser Debbie Savage at BIGGA headquarters, Aldwark Manor, Alne, Yorkshire on 03473 581/582.

Don't delay – ring today or you'll feel out in the cold next January!

REGATTA FUN

IT'S the 150th year of the Whitby Regatta from August 4th to 6th – and there's lots to do for the wives of greenkeepers attending the national tournament at Ganton between August 6th and 8th.

A fantastic treasure hunt, flying displays, comic events – the Regatta has it all for wives to enjoy.

Surely yet another reason to pop along to the tournament. While the men are on the course the ladies can be on course for fun!

The event will be multisponsored and coach trips will be arranged on two of the days for companions.

Entries to BIGGA Headquarters enclosing a cheque for £30.00 to include one banquet ticket.

Extras: Banquet per ticket £14.00; Coach trip: Monday-Yorkshire Dales £7.50; Tuesday-Trip to York £5.00.

Accommodation

MEMBERS wishing to book accommodation with fellow competitors for the National Tournament may book at the Southlands Hotel. The address as follows: Southlands Hotel, West Street, Scarborough. Twin-Bedded Room - £25 per night, bed and breakfast. Single Room £32.50 per night, bed and breakfast.

A mini-bus service will run from these hotels to and from Ganton Golf Club. All accommodation enquiries to Samantha Flint at BIGGA Headquarters. **BOOK EARLY!**

MANAGEMENT COURSES 1990

FOLLOWING the success of the 1989 Management Courses held at BIGGA Headquarters, Aldwark Manor, the courses are to be repeated this coming autumn/winter.

Joint sponsors of the 1989 series – Kubota UK and the Greenkeepers Training Committee – have again agreed to part-fund the indepth week of education. Last year's delegates wishing to return to BIGGA Headquarters will have the opportunity in week 4 with a specially designed week to follow on from their first course. Priority will be given to delegates who attended the 1989 series to attend Week 4.

Weeks 1, 2 and 3 will be very similar to last year with slight modifications. The changes will be on the suggestion made by delegates attending the 1989 series however, one suggestion made by some of the delegates was to take out the early evening seminars.

This will not be taken on board and attendees in October and November can expect a very intensive week. Please do not be put off as there is still plenty of free time to socialise with fellow greenkeepers.

The courses are expected to be quickly over subscribed and early application is advised. Do not rely on others to book for you!!!

Eight Master Greenkeepers Credits will be issued per week. Week 1 commencing Monday 22 October, Week 2 commencing Monday 29 October, Week 3 commencing Monday 5 November.

● All courses finish on the Friday lunchtime.

Course content includes: Time management, conservation, preparing budgets, personnel management, health and safety, turf diseases, maintenance problems of: Tees, greens, fairways, bunkers etc., pesticide regulations, grasses for the golf

This article continues on Page 33.

Dear Sir,

I would be grateful for your help in obtaining a job. I have attended college in Holland for one year, carrying out practical and theory study, with up to now first class results.

My work experience includes practical experience working with the Course Manager Bill Garner at Hilversum, then further experience at three courses here in Holland.

I am looking for work within the Cheshire Area, as I will attend Reaseheath College in September this year. Therefore I can work, and travel to college.

I would appreciate your help in this matter. Bill Garner could give a reference for me. Tel. 35-63006.

**Yours truly,
ARNE VAN AMERONGEN
Wakkerendijk 166A
3755 DH Eemnes
The Netherlands**

IN THE PICTURE

"NEW"-PORTABLE DIAGNOSTIC MICROSCOPES

MACROSCOPE 25 and the new Macroscopic 18-36 Zoom are two portable microscopes ideal for diagnostic work in the turf grass industry.

The design of both units is such that they can be placed on the green and the problem viewed directly rather than by removal of a plug for placement on the microscope stage. The design of the unit eliminates the need to prepare a slide.

The image provided is bright, clear and positionally correct over an extremely wide field of view. Since its introduction to the turf industry in the US in 1985, over 3000 Macroscopic units have been sold to golf course superintendents and other professionals working in this industry.

Macroscopic 25 provides a fixed magnification of 25x over a field of view of 5/16 inch in diameter. It is powerful enough to spot tell-tale signs of many turf grass diseases such as foiler lesions of dollar spot or leaf spot or tough to identify weeds or insects. Macroscopic 18-36 Zoom with its variable magnification provides an even wider field of view at the 18x magnification or much more detail at 36x magnification.

Both units are camera adaptable by means of the simple, low cost adaptor, Macromate I. The unit couples either Macroscopic to the filter threads of most 35mm SLR lenses. It couples directly to 52mm diameter lenses and to other diameters via commonly available stepping rings.

Major U.S. clubs already using the equipment include: Boca Rio Golf Club, Boca Raton, Boca West Golf Club, Bethesda Country Club, Bethesda, MD, Bretton Woods, Germantown, MD, Chevy Chase Club, Chevy Chase, MD, The Country Club, Brookline.

MACDONALD TO DESIGN NEW GOLF COURSE IN EAST ANGLIA

ANOTHER championship golf course is to be built in East Anglia which is fast becoming one of the most rapidly expanding areas of golf development in the British Isles.

Frank MacDonald and his Lowestoft-based Lound Manor



Giving the final touch to one of the new railing sections for the 180-year-old Ransomes bridge is Mr Keith Gardiner the estate carpenter. Looking on, (left to right) are: Lord Tollemache: Ransomes Foundry Manager, Mr David Wright and Mr Paul Winbolt a local garden furniture specialist.

JUST IN TIME

SITUATED in Suffolk, nine miles north of Ipswich, surrounded by a moat and 400 acres of attractive parkland grazed by spectacular herds of red and fallow deer is the magnificent Elizabethan building, Helmingham Hall.

Approached through an avenue of oak trees, planted in about 1700, visitors cross the 60ft wide moat on an iron bridge which was built some 180 years ago.

Believed to be the first, but

if not, it is certainly amongst the earliest bridges made in the Ipswich foundry started up in 1789 by Robert Ransome, founder of Ransomes Sims & Jefferies.

The 180 year old iron bridge was in recent need of cosmetic attention, so Ransomes were asked if they could replace the damaged railing sections. Casting and fixing the new sections for the old Ransomes bridge was one of the last jobs carried out by Ransomes' Nacton works foundry before its closure.

Landscapes group, are to design and build a new 18-hole golf course at Fritton near Great Yarmouth as part of a major complex which will include a luxury hotel, conference centre and a comprehensive range of indoor leisure facilities.

Holmesquest Holdings based in Loddon, Norfolk have commissioned Frank MacDonald and his team to create a high quality course on a 1100 acre site at Caldecott Hall which was previously farmland with gently undulating free-draining soil, making it an ideal site for a golf course.

The project is expected to start shortly and will take two years to complete.

With more than 30 years experience in golf course construction Frank MacDonald is well aware that a wide range of golf facilities are required so that the sport does not become elitist.

He has worked alongside Sir Henry Cotton, Frank Pennink, Charles Lawrie and Peter Alliss on major projects including the third course at Carnoustie.

A THOUSAND THANKS TO COMRIE GOLF CLUB

COMRIE Golf Club has become the recipient of the one thousandth subscribed copy of Greenkeeping Management. Yes there are now 1,000 subscribed copies of Europe's most widely circulated greenkeeping magazine winging their way each month to U.K. golf clubs.

A staggering fact when you consider that Greenkeeping Management is barely one year old. It's proof positive that the industry has recognised a quality product and wants to join in and enjoy a major magazine success story.

But we at Greenkeeping Management want to do more than just thank our supporters from Comrie.

We intend to repay their faith in our magazine by offering them three years subscriptions absolutely FREE!!! We're confident that the gesture merely signifies the start of a huge subscriptions explosion.

Here's to the next thousand subscriptions to Greenkeeping Management!

More In The Picture on Page 40



Pictured at the seminar are, left to right: Alan Ferguson and Norman Duncan, both of Sports Turf Services, Alan Clark, greenkeeping lecturer at Elmwood, Graham Francis of Turf Irrigation Services, Carol Borthwick, also a greenkeeping lecturer at Elmwood and Jim Clowes, also of Turf Irrigation Services.

TURF IRRIGATION SEMINAR AT ELMWOOD COLLEGE

ELMWOOD College at Cupar recently hosted a seminar held by Turf Irrigation Services Ltd. Sports turf service representatives were also in attendance as they are the local suppliers for Toro irrigation equipment.

There is an increasing awareness of the need for irrigation on all golf courses, particularly after last summer's

drought. Levels of irrigation equipment are becoming much more sophisticated many are even computerised. The greenkeeper of today must be aware of how to use and maintain such equipment.

Elmwood College has excellent facilities to run educational seminars in its newly refurbished Elmwood House, and what could be more appropriate than that such a seminar be held in North East Fife, the home of golf!



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, abbreviated details overleaf. Full details are available from Headquarters Office on request.



BIGGA 1990 MEMBERSHIP APPLICATION FORM

(not be be completed by 1989 members)
PLEASE COMPLETE FULLY IN BLOCK CAPITALS

GREENKEEPER MEMBERSHIP

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

ASSOCIATE/COMPANY MEMBERSHIP

FULL NAME
NAME OF COMPANY (where applicable):
.....
PREFERRED MAILING ADDRESS
.....
.....
COUNTY
POSTCODE
TELEPHONE
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.
Signed.....
Dated.....

BUSINESS REPLY SERVICE
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2

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MARKET LANE
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MEMBERSHIP FEES

Subscriptions for Greenkeeper membership should not be sent with the application form but will be invoiced separately.

Fees payable will be:

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 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.

Associate/Company Membership £50.00

Applicants for Associate/Company Membership should enclose a cheque made payable to BIGGA.

For details of Corporate Membership (10 or more) please contact Headquarters.



Dear Howard

I've just been looking back at last year and in August you will have been handling the BIGGA Pension Plan for a whole year, during that time, you must have encountered a wide variety of Greenkeeper's pension problems. Is that so?

Neil Thomas,
Executive Director, BIGGA

The letters shown below are typical of enquiries received either by mail or phone. Naturally we have altered locations and names to protect the privacy of greenkeepers.

Dear Neil

With reference to your recent note about the BIGGA Pension Plan, I have spent many hours with greenkeepers all over the UK in the last year and I hope I've been able to solve a few of their problems and give some good financial advice along the way. However, there are certain questions that crop up constantly, and if I may I'd like to give you an idea of what they are.

Howard Evans,
Special Advisor, BIGGA Pensions

Greenkeeper, West Midlands

Q. I was employed elsewhere before I became a greenkeeper, is there anything the Association can do to help me 'unlock' the previous Pension Plan arrangements I've left behind me?

A. Often it can benefit people to arrange for a transfer from an old Pension Scheme. This can all be done via the Association at Aldwark Manor, who simply ask me to ask the original pension provider for a transfer value to BIGGA Personal Pension Plan. When the transfer figure is provided, illustrations of future benefits can be provided to see if it is in an Association members' best interest to transfer out or not. BIGGA members have to do no more than contact BIGGA Headquarters and the rest is done for them. Incidentally, it usually turns out to be a good time to talk about pension and financial planning in general.

Assistant Greenkeeper, Kent

Q. I have just started in Greenkeeping. I am young and I might not even stay in Greenkeeping. So why should I start a BIGGA Pension Plan?

A. Everyone knows starting a Pension Plan early is the right thing to do, even though paying it can sometimes be painful! But remember payment can start from £22.50 per month and full benefits can be taken now from the age of 50. And if necessary the plan can be taken to other employment, if greenkeeping turns out to be not for you. Everyone knows that by starting a Personal Pension Plan early, you don't have the problems that many people have when they reach 40, and this is having to put much more into Pension Plans, to make up for those 'lost' years. And if you don't believe me, ask someone you know who is over 40!

Deputy Head Greenkeeper, Hampshire.

Q. My club is at last thinking about a Pension Scheme through the club. Should I join the club scheme or start my own?

A. The final benefits of all employee pension arrangements largely depend on the amount the employer and employee are prepared to pay. Now, although individual circumstances can differ, I would always advise Greenkeepers to at least consider starting their own BIGGA Personal Pension Plan as an alternative to entering a club scheme, because remember, club schemes, can only last the duration of Greenkeeper's employment at that club.

The most important thing to consider about a club scheme is the percentage of salary the club are prepared to put into a Greenkeeper's Pension Plan. This is often calculated as percentage of current salary - 5%, 7% or even 10%. Now they ke question for BIGGA members is this - Is it better for a Greenkeeper to be a member of a club scheme, or is it better for him to have his own BIGGA Personal Pension Plan which he can take onto other employment in later years, to which the club make a regular contribution. The advantage of the BIGGA Pension Plan here is that a Greenkeeper could well have just the one single Pension Plan arrangement for the whole of his working life taking it from one job to another, without all the problems of previous pension plans to deal with.

With a BIGGA Personal Pension Plan, the greenkeeper negotiates annually with his club, when salaries and other benefits are discussed, to decide just how much the club are going to regularly pay into his BIGGA Personal Pension Plan. And as I've said before, a BIGGA Personal Pension Plan always remains the Greenkeeper's own Personal Pension Plan to do with as he wishes, which is not so with a club scheme.

First Assistant Greenkeeper, Yorkshire

Q. My club does not provide me with a Pension Plan, so why should I bother to start one of my own?

A. In my experience, many clubs are a little slow in coming forward to provide Greenkeepers with a Pension Plan. So really, in this situation Greenkeepers have to look after themselves, but please let me assure you, it does make sense. In fact, it is probably one of the best forms of saving for the future that is around today, and what's more the Government give you 25% off your monthly payment when you pay it! Should your club decide to pay toward your Pension Planning at some time in the future, then BIGGA Pension Plans have a built-in ability for the club to add their contribution at a later date. So what is really happening is that Greenkeepers are taking out a BIGGA Pension Plan, and then when their next wage negotiations begin with their clubs, they are requesting the club to pay a percentage of their wage increase as a payment into the members already established BIGGA Pension Plan. Makes sense, doesn't it?

Course Manager, Surrey

Q. I'm in tied club accommodation and a little concerned for the future. I'm not sure what's the best thing to do. Is there any type of scheme available to BIGGA members like me which might help?

A. Yes, there is! In fact, there are a variety of arrangements available again depending on individual circumstances. The basic idea however, is to provide the member with an ability to assist in the purchase of acceptable property, either now or at some pre-planned time in the future. Tied accommodation can often be a 'double-edged' sword and the problem has to be discussed in some detail, at the right time, before sound advice can be given. Again, lets talk about it.

Head Greenkeeper, Scotland

Q. I am in a club scheme which I want to say in, but I think I should consider boosting more towards my pension. Can the Association help with advice here?

A. When a BIGGA member is in a club scheme he can usually use his club scheme to 'top-up' his pension, but it is well worth all Greenkeepers considering the BIGGA PSAVC or free-standing additional voluntary contribution plan. Yes, what a mouthful! The simple benefit of this for Greenkeepers is to spread his range of pension investment between the Club's fund and the Association's fund. This obviously makes sense on the basis of not keeping all your eggs in one basket! Full tax relief is given on all contributions to the BIGGA FSAVC, and the benefits become payable at the same time as the club scheme.

Dear Neil

Thank you for your best wishes. Naturally I am more than happy to advise on other financial matters. In fact greenkeeper's wives have often been very interested to hear what I have had to say to their husbands. Mortgages for house purchase, short-term savings plans for the creation of lump sums of money in the future and lump sum investment for capital growth - all these subjects have been discussed during the year. People seem to feel quite comfortable talking to me, and I am more than happy to talk to them.

Howard Evans,
Special Advisor, BIGGA Pensions

Dear Howard

Thank you Howard for enlightening me. May I wish you and your team very best wishes for your second year of activity with our members. In conclusion it seems that although greenkeepers' pensions are your main consideration when talking to BIGGA members, you're quite happy to advise on other financial matters as well, is that right?

Neil Thomas,
Executive Director, BIGGA



So for completely free pension and financial advice through BIGGA either call Sam or Debbie on 03743 581/2 at Aldwark Manor, or write to: Neil Thomas, Executive Director, BIGGA, BIGGA Pensions, Aldwark Manor, Aldwark, Aine, York, YO6 2NF.



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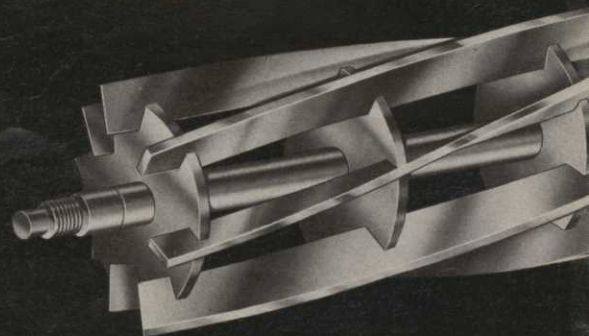
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